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ABSTRACT

This publication contains documents from the official work of the Council on Europe and some of its committees on issues in sport, particularly spectator violence at sporting events, drug use among athletes, and sport and education policy. The first main section contains documents on the establishment of sporting event policies. The first of two parts concerns work on spectator violence, particularly at football (soccer) matches, which contain formal recommendations for measures to be taken by organizers and public authorities for high-risk indoor sports events. The second concerns anti-doping and includes a list of issues discussed at a 1994 meeting, recommendations on standard urine sampling procedures, and measures to restrict the availability of anabolic steroids. The next main section contains the press release from an informal meeting held April 27-29, 1994, of European ministers responsible for sport. The final section provides conclusions from work undertaken and texts approved by the Committee for the Development of Sport at meetings in 1994. These include statements and descriptions from a seminar on sports facilities and efforts to make sports available to all; texts from consultative meetings on sport for Albania and Hungary and a seminar on sports legislation in Malta; position papers on the social significance of sport; and results from a working party on voluntary work. (JB)

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The Council of Europe's Work on Sport in 1994

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**The Council of Europe's
Work on Sport in 1994**

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Introduction

This collection of official texts, resulting from European sports cooperation in 1994, follows on from "The Council of Europe's work on sport 1967-1991" Volumes I and II, the Volume for 1992-3, and is organised in the same way.

Since 1993, Monaco, Moldova, Ukraine have adhered to the European Cultural Convention; Andorra has become a Member State of the Council of Europe; Bosnia-Herzegovina has been invited to accede to the European Cultural Convention; the Former Yugoslav Republic of Macedonia has acceded to the Spectator Violence and Anti-Doping Conventions. Australia has acceded to the Anti-Doping Convention.

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Part Two

Work of the Standing Committee of the European Convention on Spectator Violence and Misbehaviour at Sports Events and in particular at Football Matches

**14th Meeting
Strasbourg, 1-2 June 1994**

List of items discussed and decisions taken¹

The Standing Committee of the European Convention on Spectator Violence and Misbehaviour at Sports Events and in particular Football Matches (T-RV) held its 14th meeting in Strasbourg on 1-2 June 1994, with the participation of representatives of FIFA and UEFA. The list of participants and the agenda appear respectively at Appendices 1 and 2 to this report.

At the meeting, the T-RV, among other things:

- reviewed the state of signatures and ratifications of the Convention;
- adopted the report of its 13th meeting as it appears in document T-RV (93) 8.
- discussed recent events of interest to the Committee, and in particular the co-ordination with UEFA of assistance to countries of Central and Eastern Europe;
- was informed on the proceedings of its Working Party on Indoor Sports and adopted Recommendation 1/94 on measures to be taken by organisers and public authorities concerning high-risk indoor sports events, as it appears in document T-RV (94) 13, appended to this report;
- was informed of the work of the two meetings of the Working Party on the preparation of the World Cup USA '94, held a discussion with representatives of FIFA and UEFA regarding the preparation of the event and decided that an evaluation meeting would be held, hopefully with the participation of representatives of the World Cup Organising Committee, the FBI, FIFA and UEFA in the early autumn;
- was informed of the preparations for the 1996 European Football Championships (United Kingdom);

¹ The full report of the meeting is contained in document T-RV (94) 14, available on request from the Directorate of Education, Culture and Sport

-considered the question of racial and xenophobic abuse and discrimination at football matches and approved the holding of a meeting of a working party on this question, it being understood that it should take a positive and constructive attitude to the problem of racism in sport, situated in the overall context of fair play.

- reviewed the national reports received from States Parties to the Convention and the future work of the Standing Committee and agreed to set up a Working Party to study problems connected with the exchange of intelligence information;
- was informed of the results of the second edition of the European Prize for architects of sports facilities, with special reference to safety problems;
- invited the Secretariat to prepare, for its 15th meeting in 1995, a draft amendment to the Rules of Procedure to provide for a second Vice-Chair;
- re-elected the holders of the Chair and Vice-Chair for a period of two years;
- decided to hold its next meeting in Strasbourg on either 15-16 or 22-23 June depending on the European Parliament's calendar of meetings.

**Recommendation N° 1/94 to parties on measures to be taken by organisers
and public authorities concerning high-risk indoor sports events**

The Standing Committee (T-RV) of the European Convention on Spectator Violence and Misbehaviour at Sports Events and in Particular at Football Matches

- (1) Recalling its Recommendation No. 1/93 on Measures to be taken by the Organisers of Football Matches and Public Authorities;
- (2) Considering that indoor sports facilities give rise to specific safety problems requiring particular measures to be taken;
- (3) Whereas, in connection with all sports events, the primary concern of all involved must be public safety both at the event itself and, when necessary, in "transit", and recalling that, without prejudice to the responsibilities of the organisers, the public authorities are ultimately responsible for public order;
- (4) Considering that such safety can only be ensured through observance by the organisers of safety rules and regulations, and close and effective co-operation by them with the public authorities;
- (5) Recalling the preventative work carried out by international sports federations in connection with safety measures at indoor sports events;
- (6) Noting also the standard-setting work carried out by European Committee for Standardisation concerning the accommodation of spectators and hoping that this work will soon help in ensuring a maximum of security for them throughout Europe;
- (7) Considering that the organisation of sports events is subject to the provisions of:
 - Existing national legislation and local rules on the organisation of public events of the country where the match would take place, and of sports events in particular;and (in States which are Party to it), of
 - The European Convention on Spectator Violence and Misbehaviour at Sports Events and in Particular at Football Matches;
- (8) Whereas in this context the sovereign power of States to issue laws and regulations, binding on State organs and on individuals, concerning public order and safety in general and at sports events in particular must be borne in mind, together with their power and duty to ensure observance of such laws and regulations, notably by means of police forces;
- (9) Recalling its previous Recommendations on Guidelines for the control of Ticket Sales at high-risk matches (1989) and on the Promotion of safety at stadia (1991);
- (10) Feeling it advisable to produce guidelines for an agreement, in the form of a standard checklist of measures to be taken, to be concluded between the organisers of a high-risk sports event and the public authorities of the country where the event is to be organised, the aim of the agreement being the definition of the obligations and responsibilities of the organisers of high-risk indoor sports events on a European level, and recognising that some sports and high-risk sports events might require additional or different measures;

Recommends to Governments of Parties to the European Convention on Spectator Violence and Misbehaviour at Sports Events and in Particular at Football Matches:

- I - To make use of the Standard Checklist of measures to be taken by the organisers and public authorities concerning high-risk indoor sports events, appearing in the Appendix to the present Recommendation, with a view to identifying respective roles and responsibilities of those involved in the organisation of events and particularly high-risk ones.
- II - That the standard checklist, which is general in nature, be:
 - . adapted where necessary to local conditions on the basis of national legislation or local rules;
 - . applied principally to high-risk international events, but also be used where appropriate for other events such as national championship events or local events;
 - . used as the basis for agreements between the organisers and the public authorities, as early as possible before each event, on their respective role and responsibilities with regard to the measures included in the Checklist (which would not replace or supersede, but complement, other applicable legal provisions and regulations).
- III - That, wherever it is not already done, the public authorities draw up a comprehensive list of practical measures to be taken by the owners and managers of sports halls and the organisers of events including in particular detailed technical provisions for structural matters, regular inspections and tests of the roof and stands (particularly in the case of moveable structures), special checks in the case of severe weather (e.g. snow-loads), extreme temperature variations, use of chemical agents or other extraneous events which could impair structural safety; stairways and ramps, the provision of unobstructed assembly areas around the hall, fire and medical facilities, communications, lighting (emergency alternative electricity supply for communications and lighting), stewarding etc. Such national handbooks on crowd safety and control would provide clear guidelines for sports hall owners and managers, and facilitate compliance by the organisers with desirable standards to be observed.
- IV - That the public authorities invite the organisers or the competent national sports association or other responsible bodies to take all educational and social preventative measures that could contribute to a sporting event.

**Standard Checklist of Measures to be taken by organisers
and public authorities concerning high-risk indoor sports events**

DIRECTIONS FOR USE

- 1 - Those responsible for specific measures listed below should be identified with a cross in the appropriate column/s
- 2 - Wherever possible, the person(s) responsible should also be identified by name, and deadlines given for completion of the suggested measures
- 3 - Wherever possible, only one should be indicated as being responsible for each suggested measure
- 4 - Additions or modifications to the standard checklist measures should appear on the checklist itself

MEASURES	A	B	C	D	E	F
1. To ensure the safety of spectators within and around the Sports hall, all measures necessary to ensure the orderly preparation of the event will be taken, including: <u>Structural Measures</u> 1.- Verification of the hall's structure and deliverance of a safety certificate by public authorities (the facilities will have to meet the requirements of public authorities on the infrastructure and safety of facilities; this will particularly apply to temporary or "telescopic" stands and opening roofs - where their use is permitted); assurance of all-seater capacity and provision for persons with disability. 2.- Careful upkeep of the facilities used for such matches, which will have to be cleaned and repaired where necessary, their structural stability and conformity to safety regulations being checked and certified regularly in accordance with the requirements of the public authorities, including seismic safety precautions in regions where earthquakes are a risk. 3.- Searches before the event for, and removal of, dangerous objects (for example, building materials, rubble, loose seats, glass or other rubbish) inside and in the vicinity of the sports hall in good time; eliminating or sealing off any construction site within or in the vicinity of the sports hall. 4.- Running a thorough check on the morning of the day of the match for bombs, smuggled smoke grenades, fireworks and/or other dangerous or suspicious objects; after this check only controlled access to the hall is to be permitted. 5.-Protection of the sports area² and access to it (by appropriate means, to be specified by the representatives of public authorities and the relevant sports federations. 6.- Protection of players (including protection of guest team during training sessions and transfers to and from the hall), officials and referees, also providing them with guarded parking spaces for their vehicles. 7.- Providing police forces with the facilities necessary for them (including where possible a command and control post, placed so as to get a good overall view of the hall, and equipped with a TV surveillance system), in accordance with national/local regulations.						

A = Sports Hall Owner B = Organiser (specify) C = Competent national sports association (specify)
D = Competent international sports federation (specify) E = Public Authorities (local or national - specify which)
F = Others (specify whom)

² The term 'sports area' in the present text includes sports floors, ice-rinks, pool, ring, court or other area/surface required by the sport in question.

MEASURES	A	B	C	D	E	F
8.- Appropriate measures to be taken by the organisers and public authorities to: a. protect spectators from hazards occasioned by the sports concerned (e.g. flying ice hockey pucks); and b. protect as far as possible, the players and playing area from objects thrown by spectators. 9.- Where appropriate, segregation of opposing teams' supporters (including where necessary through the construction of separation barriers to be approved by the public authorities), if possible in sufficiently distant areas of the hall, equipped with separate sanitary facilities. 10.- Verifying the existence of adequate separate entrances and exits to the hall (with doors opening towards the exterior) and their efficient permanent staffing to ensure easy access and evacuation by the public; all exit doors should always be in a non-locked condition when there are spectators in the hall and should be permanently staffed to guard against abuse. There should be adequate, unobstructed areas around the hall to act as assembly areas in the case of evacuation. Exits should be designed to facilitate evacuation of handicapped people without impeding the evacuation of other spectators. 11.- Facilitating access by spectators to their seats with clear indication of the various stands, and their exits. 12.- Improving as far as possible the quality of spectators' accommodation in halls (including that for people with disabilities) (small sections; public refreshment bars and sanitary facilities). 13.- Ensuring good air quality, including a ban on smoking and the possibility of monitoring smoke density; and control of humidity and temperature. <u>Security Measures</u> 14.- Giving the public authorities as early as possible all relevant information on the planned match, and in particular the names of the teams involved and of the organisers, the date, hour and place of the match, and any other information that might assist the authorities in evaluating the level of risk of the match; 15.- Alerting the public authorities to the possible needs for public order resources to counter outbreaks of violence and misbehaviour, both in the immediate vicinity of and inside sports halls, and along the transit routes used by spectators.						

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MEASURES	A	B	C	D	E	F
16.- Inspection of the hall in good time before the match, by representatives of the owners, the organisers (Including the Safety Manager - see paragraph 58 below) and those of the public authorities, to ascertain possible technical or material deficiencies and provide solutions to them; a final inspection will take place the day before the match. 17.- Arranging for Security services within the hall, in agreement with the Police and other emergency authorities; verifying that all safety and security personnel are clearly identifiable and in their allotted position in and around the hall before it is opened to the public, and that they are appropriately trained and aware of their duties. 18.- Providing rapid information for police emergency forces, enabling them to act quickly in case of need. 19.- Controlling the movement of spectators within and around the hall; providing a sufficient number of trained security personnel to assist spectators. 20.- Using the public address system and the score boards for crowd safety, enabling the Safety Manager (see paragraph 58 below), the Police and Emergency Services to inform or give directions to the spectators; instructions to speakers (who should be able to express themselves in the language of foreign supporters) to avoid undesirable comments liable to excite the public against the opposing team and its supporters, referees, officials and police forces; siting of the communication centres in such a way as it is protected from being taken over by unauthorised persons; provision of alternative emergency electricity supply to maintain visual and sound communications (as well as lighting) in an emergency. 21.- Installing closed-circuit video equipment (CCTV) should be present to monitor the situation, ensure crowd safety and identify offenders; 22.- Determining that the accommodation for spectators in the hall is suitable for the match concerned. 23.- Verifying the correct application by the Club or national sports association of relevant international federation guidelines and instructions. 24.- Arranging for adequate material and first aid assistance, fire prevention and other emergency services, and facilities for them; organising a radio-telephone link between the emergency services, the police forces and the Safety Manager (see paragraph 58).						

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MEASURES	A	B	C	D	E	F
<u>Entry Controls</u> 25.- Entry controls on spectators (including where necessary body checks, use of metal detectors and crowd searches). 26.- Providing safe storage for confiscated dangerous items, and personal belongings which are to be returned after the match. 27.- Where appropriate, controlling approaches to the hall with removable barriers. 28.- Excluding, in so far as it is legally possible, known and potential troublemakers from halls. 29.- Preventing access to the hall by any person in possession of dangerous objects, alcoholic drinks, pyrotechnics, smoke grenades, etc.; preventing access to any intoxicated person (alcohol, drugs). Taking into account the grave danger represented by fire in sports halls, ensuring strict control over the possession, even innocently, of flammable or combustible materials. 30.- Preventing access to the hall of any person in possession of racist or other offensive banners or signs and banners inciting to violence, and their display in the sports hall or its vicinity. 31.- Prohibition of sales of drinks in glass bottles, restriction and preferably banning of sale and distribution in the hall of alcohol and smoking materials and where appropriate restriction or preferably banning of alcohol and tobacco sales and distribution outside the hall and particularly in its vicinity; ensure that all beverages available are in safe containers. II. Providing assistance and guidance for spectators to and from the Sports hall, including, where possible: 32.- Presence of staff at railway stations, airports, car parks and at main crossroads near the hall, and information on travel possibilities; in stations, signs indicating means of transport to/from hall; 33.- Where appropriate, segregation of travel and approach routes of rival supporters (including car and coach parks). 34.- Co-operation with transport authorities, tour operators and transport companies, whose personnel should be specially trained.						

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MEASURES	A	B	C	D	E	F
35.- Facilitating the work of accompanying police forces (escorts) through exchange of information on supporters' movements. 36.- Providing after-match vigilance on supporters' activities (in city centres, on return means of transport, especially trains, etc..) and entertainment. 37.- Providing information, publicity, etc on desirable behaviour in the language of the visiting supporters, explaining inter alia the standards that the host will expect. 38.- Arranging a meeting point outside the hall, a lost children service and a lost property service to be manned at all times. 39.- Developing contacts with local citizens and regular supporters to explain measures taken for ordinary and for exceptional matches. 40.- Anticipating the degree of likely press and media interest in a match or tournament, preparing policies for press conferences and planning for consequences of possible events; training sports and police press officers in this respect. 41.- Co-ordination with police 'spotters', knowing the visiting supporters. III. Controlling ticket sales (their quantity being agreed with the organisers and public authorities beforehand, bearing in mind the safe capacity of the sports hall and the need to ensure where appropriate optimal segregation of the different fan groups), including: 42.- Ticket distribution, and organising ticket sales so that they take place without disturbances. 43.- Producing tickets in such a way as to render production and use of counterfeit or bogus tickets difficult, simplify control (for ex. by making them machine readable, using appropriate numbering and colour codes, etc.), direct and canalise spectators to their seats and avoid exceeding the authorised capacity of the hall. 44.- Devising a system for checking and tracing purchasers of tickets where appropriate (eg voucher scheme) and defining the role of clubs, sports associations or supporters' clubs in supervising the distribution of allocated tickets, and particularly free and reduced price tickets; wherever possible, the sale of tickets will be computerised.						

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MEASURES	A	B	C	D	E	F
45.- Reducing the number of tickets which any one individual may purchase and the number of tickets available to away supporters, and restricting the number of tickets available for purchase in bulk. 46.- Where necessary, reducing the overall number of tickets for sale, bearing in mind safety, control and public order factors. 47.- Controlling tickets at the entrances and preventing illegal entry. 48.- Informing would-be spectators as soon as possible, through the appropriate national and international channels, when a match is sold out. 49.- Regular review by sports associations, Clubs and the Police of their lists of known and potential troublemakers. IV. Planning of all financial matters related to the match, and particularly matters relative to security and safety well in advance, including: 50.- Contracting adequate insurance cover for medical, fire, and general accident hazards, and damage caused by supporters within the hall. V. Any other matter related to the organisation of the match, such as: 51.- Preliminary contact between the police and the guest team's country's embassy/consulate, in order to ensure rapid communication in case of need. 52.- Providing <i>ad hoc</i> entertainment programmes suitable for visiting supporters. 53.- Co-operation with supporters' clubs to obtain their help in avoiding incidents, and making clubs aware of their own responsibilities in safety and security matters. 54.- Publishing lists of prohibited objects. 55.- Making useful information available to the fans (bus and other public transport lines to and from the hall, parking facilities, customs provisions and visa requirements, accommodation and eating possibilities and their average prices etc.); where possible, providing appropriate accommodation for visiting supporters.						

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MEASURES	A	B	C	D	E	F
56.- Liaising with the media in a spirit of co-operation, particularly concerning information for supporters and the number of media representatives circulating near the playing field. 57.- Distraction and entertainment of spectators before the game (curtain-raiser match, music, etc.). VI. Co-ordination measures 58.- To ensure appropriate co-ordination, before the match the organisers shall nominate a Safety Manager, in charge of contacts with the public authorities and their consultation, and liaison with the Police and Emergency Services, granting him/her the necessary resources to carry out the tasks for which he/she is responsible, including access to and radio communication with the command post. 59.- The Safety Manager will evaluate on behalf of the organisers the degree of risk which the match presents, and supervise on their behalf the application of the safety measures mentioned above, and the dissemination of information to spectators on safety measures, particularly concerning objects which may not be introduced in the hall. 60.- The Safety Manager, in liaison with the representative of the public authorities empowered to authorise the staging of the match and will ensure the implementation of those safety measures which are the organisers' responsibility. For high-risk matches, the Safety Manager will ensure that there are a sufficient number of coordination meetings with all parties involved in planning and supervising the staging of the match. 61.- The Police Department, the Fire Department, and Medical Emergency bodies will each name a representative, who will attend the coordination meetings. 62.- After the match, the Safety Manager will draw up a report on the effectiveness of preventative measures taken, to be sent to the appropriate authorities. 63.- The Police Commander and the Safety Manager will make contact with the match officials before the match. 64.- Where appropriate, the public authorities will authorise the match after checking compliance by the organisers with applicable legislation (if any) on the staging of public events and the safety of public buildings, and any other obligation of the organisers, including those listed above.						

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MEASURES	A	B	C	D	E	F
65.- The organisers will be informed by the public authorities as soon as possible of any objection to the staging of the match(es) and/or of any particular condition which would have to be fulfilled before the match(es) could take place. 66.- A Crisis Group, including the Safety Manager, senior representatives of the Police, Fire Department, Medical Emergency, the competing teams, the Sports hall authority and the Public Authorities, will meet in case of need before or during the match, to take urgent decisions where appropriate; arrange a key word known to Crisis Group members only, to be used through the public address system as call in case of need. 67.- After the match, examine measures taken and draw lessons.						

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Work of the Monitoring Group of the Convention on Anti-Doping

5th meeting

Strasbourg, 14-16 June 1994

List of items discussed and decisions taken³

The Monitoring Group of the Anti-Doping Convention held its 5th meeting in Strasbourg on 14-16 June 1994, with the participation of representatives of the International Olympic Committee and other sports bodies. The list of participants and the Agenda appear respectively at Appendices 1 and 2 to this report.

At the meeting, the T-DO, among other things:

- reviewed the state of signatures and ratifications of the Convention;
- adopted the report of its 4th meeting as it appears in document T-DO (93) 12);
- discussed the future extension of membership of the Convention in the light of Unesco's decision not to draw up a legal instrument in the field;
- reviewed the national reports received from States Parties to the Convention;
- held an exchange of views with the International Olympic Committee covering, in particular, the meeting in Lausanne on 13 January 1994 and the creation of the Court of Arbitration for Sport; the meeting held on 8 December with the European Pharmacopoeia; the new list of banned substances and the future frequency of issuing lists; blood sampling; and the future of the International Working Group and the Permanent World Conference
- heard reports by Federations
- considered progress in the co-operation project with the European Pharmacopoeia;
- heard reports from its Working Parties on Technical questions, Research and Legal issues and adopted Recommendations 1/94 to Parties on Standard Urine Sampling Procedures, and Recommendation 2/94 to Parties on Measures to restrict the availability of Anabolic Steroids, as they appear respectively at Appendices 3 and 4 to this report.
- heard a report on the state of preparation of the Europack anti-doping education and information package being prepared in collaboration with the Commission of the European Communities;
- considered the situation regarding blood sampling and adopted the following position on the subject:

³ The full report to the meeting is contained in document T-DO (94) 15, available on request from the Directorate of Education, Culture and Sport

"STATEMENT ON BLOOD SAMPLING"

The Monitoring Group rediscussed this question, notably in the light of the experience gained at the 1994 Winter Olympic Games.

Blood sampling has provided a means of detecting heterogenous blood doping and promised scope for detecting banned substances not detectable through urine samples, such as EPO, but the methods and analytical techniques were not yet ready for general use in dope control.

Further research might provide such methods and techniques in the future. Such research must require the informed consent of subjects.

If blood sampling was to be proposed for a wider application, the Monitoring Group would make timely proposals for appropriate procedures (including the ethical and medical, as well as legal, technical, research, and educational aspects)."

- reviewed the state of co-operation with other international bodies and in particular the future of the Permanent World Conference. The Monitoring Group adopted the following wording on the subject:

"The Monitoring Group, which attaches great importance to the Permanent World Conference on anti-doping in Sport as an essential forum for exchange of information and ideas on a worldwide scale, declared its support for continuing to hold the Permanent World Conference, and urged the IOC as well as other competent international bodies to help to create the conditions enabling Australia to stage such a conference for the benefit of the anti-doping movement in general."

- elected the occupants of its Chair and Vice-Chair for a period of two years;
- considered its future work and that of its Working Groups;
- decided to hold its next meeting in Strasbourg on 13-15⁴ June 1995, assuming that these dates were compatible with the European Parliament calendar.

⁴ The dates of 28-30 June 1995 have since been confirmed as the actual dates for the next meeting.

**Recommendation N° 1/94 of the Monitoring Group of the
Anti-Doping Convention to Parties, on
Standard Urine Sampling Procedures for Doping Control**

The Monitoring Group of the Anti-Doping Convention, under the terms of Article 11.1.d of the Convention,

Whereas under Article 3 of the Anti-Doping Convention the Parties undertake to co-ordinate the policies and actions of their government departments and other public agencies concerned with combating doping in sport;

Whereas in Article 7 of the Convention the Parties undertake to encourage their sports organisations to harmonise their doping control procedures;

Considering that common operating standards for control procedures would ensure a fair and equitable system for athletes;

Considering that such standards could also provide a firm basis upon which to build bilateral and multilateral agreements for doping control between countries;

Considering that this would also encourage other sports organisations and countries to seek common standards;

Convinced of the need to establish a standard system of urine sample collection;

Having studied the Standard Operating Procedures of the International Olympic Anti-Doping Charter;

Having discussed this Recommendation with international and European sports organisations;

Recommends that Parties to the Anti-Doping Convention include or, where appropriate, strongly urge the national sports bodies concerned to include, in their Anti-Doping Regulations, the Standard Urine Sampling Procedures and annexes thereto appended to the present Recommendation.

APPENDIX

STANDARD URINE SAMPLING PROCEDURES FOR DOPING CONTROL

INTRODUCTION

1. The Anti-Doping Convention requires Contracting Parties to encourage their sports organisations to harmonise their procedures for doping control. The aims of achieving harmonisation are many fold:
 - Common operating standards for testing procedures would ensure a fair and equitable system for all athletes.
 - It could lead to the establishment of an international system of sample collection.
 - Minimum operating standards could also provide a firm basis upon which to build bilateral and multilateral anti-doping agreements between countries.
 - Sports organisations and countries would be encouraged to seek common standards.
 - Countries would be able to guarantee a level of competence within these standards.
 2. By operating to common standards, testing programmes organised by International Sports Federations, of national governing bodies and by national anti-doping organisations could be intercommunicated. Working together, these parties could create and develop a more effective system of doping control.
 3. The Anti-Doping Convention invites Contracting Parties to coordinate their anti-doping policies and actions (Art. 3.1).^{*} As suggested in Art. 3.2^{*}, a designated national authority or organisation (whether in the public sector or within the sports movement) with clearly defined roles and responsibilities could undertake the implementation of practical elements of the Convention. In essence, a national anti-doping organisation should be established so as to operate independently of but in association with individual sports governing bodies. Furthermore, to achieve harmonisation national governing bodies and International Sports Federations should utilise the common testing services offered by the national anti-doping organisation.
- ^{*} 3.1. The Parties shall co-ordinate the policies and actions of their government departments and other public agencies concerned with combating doping in sport.
- 3.2. They shall ensure that there is practical application of this Convention, and in particular that the requirements under Article 7 are met, by entrusting, where appropriate, the implementation of some of the provisions of this Convention to a designated governmental or non-governmental sports authority or to a sports organisation.
4. These Standard Sampling Procedures should be followed as far as is reasonably practicable in each case. A minor departure from them shall not invalidate the possible finding of a prohibited substance during analysis. Only a departure which reasonably casts doubt upon the validity of a positive analysis will be entertained.
 5. These Standard Sampling Procedures apply only to the collection of urine samples.

SAMPLING PROCEDURES

1. SAMPLE COLLECTION TEAMS:

- 1.1. Sample collection should be carried out by qualified staff^{****} (hereafter called "doping control officers") trained and authorised by the national anti-doping organisation (or agency or body; hereafter called "organisation"). The independence of these officials from the sport in which they are testing and from the persons being tested is a principle which should be aimed for, though they should be familiar with the sport and its rules.
- 1.2. National anti-doping organisations should undertake training of appropriate individuals using a curriculum based on the procedures which follow.
- 1.3. Wherever possible a sample collection team should consist of a minimum of 2 doping control officers. In appointing the team to collect urine samples, the sex of the athlete(s) should be taken into account.
- 1.4. Doping control officers should carry an identity card issued by the national anti-doping organisation. In addition each doping control officer should have written authorisation from the national anti-doping organisation or from the international federation to carry out the controls.

2. SELECTION PROCEDURES:

- 2.1. At competitions and training sessions, the doping control officer and/or national anti-doping organisation is responsible for the selection of athletes. However, where the regulations of the relevant sports federation so specify, this selection shall be made in conjunction with and in the presence of the nominated representative of that federation.
- 2.2. Individual athletes may be selected for testing at any time, in accordance with national procedures and/or International Federation regulations. The testing procedures may be initiated without advance warning at any appropriate time outside competitions. Controls shall be conducted in a way which is equitable for all sportsmen and sportswomen and which includes testing and retesting of persons selected, where appropriate, on a random basis.
- 2.3 All testing should take place at short notice to the athlete.

3. NOTIFICATION AND DOPING CONTROL FORM:

- 3.1. The doping control officer (or nominated representative of the Federation, or a person designated by the national anti-doping organisation) may notify the athlete in writing or orally. Oral notification must be confirmed in writing. The date and time of notification shall be noted on the Doping Control Form (DCF: Annex B2). The athlete should sign this form to acknowledge receipt of the notice as soon as the notice is presented.

^{****} including independent sampling officers and medically qualified experts

- 3.2. The athlete's identification data shall be included on the form, together with advice that he/she may be accompanied to the Doping Control Station by a person of his/her choosing.
- 3.3. The possible consequences of failing to report for the control or for refusing to provide a sample (ie such failure or refusal being deemed to be equivalent to a positive result) shall be clearly stated on the notification form (cf. 8, 9 and 10 below).*

3.4. Procedure for notification of controls - out of competition

- 3.4.1. Following selection for testing, athletes may be notified at any appropriate time that they are required to provide a urine sample.
- 3.4.2. The sample should be collected at the earliest opportunity (24 hours between notification and collection should be considered a maximum).
- 3.4.3. Following notification, every effort should be made to chaperone the athlete until the sample has been provided.

3.5. Procedure for notification of controls - at competitions

- 3.5.1. Notification of the doping control test should normally take place immediately after the athlete has finished competing.
- 3.5.2. Notification and sample collection may be made earlier if appropriate. For example, in sports involving weight classes, testing may also take place at the time of the weigh-in.

4. **REPORTING FOR SAMPLE COLLECTIONS:**

- 4.1. At competitions, an athlete must report to the Doping Control Station at the time indicated on the notification (usually as soon as possible, and no later than one hour after notification).
- 4.2. At the request of the athlete and where there is good reason to do so*, the doping control officer or authorised representative may authorise a delay (for example, 60 minutes) in the reporting time. In such cases, the athlete will be kept under observation during this period.
- 4.3. The athlete may be accompanied to the Doping Control Station by a person of his/her choice.
- 4.4. The date and time of reporting, together with the means of identification should be recorded on the Doping Control Form. Appropriate details relating to the accompanying person should also be noted.
- 4.5. Failure to report to the Doping Control Station within the agreed time limit shall be recorded and reported to the responsible authority for consideration.

* In order to keep the form manageable, any additional information which may be given should be put on a separate sheet attached to the form.

5. PREMISES FOR DOPING CONTROL:

- 5.1. At competitions and training sessions, an area should be specifically designated for doping control as close as possible to the competition/training area. Sports federations are advised to include provision for adequate premises in their requirements for facilities at major competitions.
- 5.2. Privacy and security should be maintained at all times at the place where the sample is collected.
- 5.3. Ideally the doping control premises should comprise a separate waiting and administration area adjacent to toilet facilities for the collection of samples (example attached at Annex A).
- 5.4. The following persons should be authorised to attend the Doping Control Station:

The athlete, an accompanying person; members of the sampling team and nominated representatives of the international and/or national federations, and, if required, an interpreter.

The chief doping control officer should authorise any additional presence.
- 5.5. Only one athlete at a time should be called to the area in which urine is to be provided.
- 5.6. Taking photographs etc is forbidden during doping control procedures.

6. SAMPLE COLLECTION PROCEDURES:

- 6.1. The sampling equipment used (see Annex B.1) must be able to guarantee the unique identification, security and integrity of the urine samples collected.
- 6.2. Sample collection procedures must be explained to the athlete.
- 6.3. When ready to provide a urine sample, the athlete will select a collection vessel (individually sealed) and shall urinate into it under the direct observation of the doping control officer. A minimum volume of 75 ml is usually required. The amount shall be indicated by the doping control officer (in accordance with the national or international federation requirements).
- 6.4. In order to avoid any manipulation, the doping control officer should require the athlete to remove sufficient clothing to provide an unobstructed view of the passing of the sample.
- 6.5.
 - a. The athlete shall select a pair of (pre-sealed) bottles or bottle containers and individual code numbers and break the seal to obtain the bottles.
 - b. Approximately $\frac{2}{3}$ of the urine sample will be poured into the first bottle and approximately $\frac{1}{3}$ into the second bottle.
 - c. Both bottles will be closed, sealed and coded with a unique identification method.

Either the athlete or, at his/her request, the doping control officer may carry out the procedures under b & c.

^{*} For example, presence required to attend a victory ceremony or press conference; to warm down; to receive treatment for an injury.

- d. The codes of the bottles will be recorded on the Doping Control Form and cross-checked by the doping control officer, by the athlete and by any accompanying person.
- 6.6. If required by the international or national Federation, the specific gravity and pH of the urine will be measured using a residual volume of urine in the collection vessel. Details of the measurements should be recorded on the Doping Control Form. If the sample does not meet the relevant specifications, a further sample may be required.

Partial sample:

- 6.7. If insufficient urine has been provided by the athlete, the partial sample shall be poured into a bottle (as in 6.5 above). The bottle shall be closed, sealed and coded. The code shall be recorded on the Doping Control Form (or on a separate form provided for that purpose; cf. Annex B.2 § 15). The athlete must remain under the observation of a member of the doping control officer team until further urine has been provided and the sample collection procedures are complete.
- 6.8. When the athlete is ready to provide more urine, a further collection vessel should be selected by the athlete and the sample should be provided under the observation of the doping control officer. The doping control officer should check the seal number on the bottle against the codes previously recorded (before breaking the seal to open the bottle). The urine collected from the second collection shall be added to the urine collected from the first collection and the total volume checked. Once the required volume has been provided the procedures will continue as from 6.5 above. Otherwise the sealing of the sample as in 6.7 will continue until the required volume has been obtained.

Declaration of Medications:

- 6.9. The athlete shall be advised by the doping control officer that it is in his/her own interest to declare any medication or other substance taken in the relevant period prior to the control, the length of this period being specified in accordance with national/international regulations. The declaration should be recorded on the Doping Control Form by the athlete or the doping control officer. If the athlete declines to make a declaration, this shall be recorded on the Doping Control Form.

Such information must be treated in the strictest confidence by all who have access to it.

(With a view to respecting the athlete's privacy, anti-doping organisations might consider entering the declaration on a separate, sealable annex to the Doping Control Form, which would be opened only if the sample gives rise to a positive finding.)

Completion of the Doping Control Form

- 6.10. The Doping Control Form will be completed by the doping control officer. Details relating to the athlete and sample identification data should be recorded and cross-checked by the athlete and by the doping control officer. If measured, the pH and specific gravity to the sample shall also be recorded (cf. 6.6).
- 6.11. The athlete shall certify the accuracy of the information and correctness of procedures used by signing the Doping Control Form which should also be signed by the doping control officer. Additional signatures may be required if specified in national and international regulations.

- 6.12. Any reason for dissatisfaction identified by either party should be declared on the Doping Control Form before or at the time of signature. Standard Sampling Procedures should be followed as far as is reasonably practicable in each case. A minor departure from them shall not necessarily invalidate the possible finding of a prohibited substance during analysis. Only a departure which reasonably casts doubt upon the validity of a positive analysis will be entertained. A statement to this effect shall be included on the Doping Control Form and shall be drawn to the attention of the athlete prior to signature.
- 6.13. Copies of the Doping Control Form shall be available for:
- 6.13.1 the athlete;
 - 6.13.2. the national anti-doping organisation;
 - 6.13.3. the laboratory (with no information on the name or identification details of the athlete and accompanying representative);
 - 6.13.4. the national sports federation where appropriate;
 - 6.13.5. the international sports federation, where appropriate.

Chain of Custody: (Annex C1 and C2)

- 6.14. At the site of collection, samples should be securely packed for transport in a container which is then sealed. A chain of custody form should be used to record the contents and custody of the equipment in the container from the site of collection to the laboratory.

7. TRANSFER OF SAMPLES TO THE LABORATORY:

- 7.1. All samples shall be sent to the laboratory by a method of despatch which is secure and which has been approved by the national anti-doping organisation.
- 7.2. Despatch shall take place as soon as reasonably possible after the controls have been completed. Samples must be held in a cold and secure place until they can be delivered to the laboratory.

8. REFUSAL:

A refusal by an athlete to agree to doping control procedures should be noted on the Doping Control Form. If possible, the signature of the athlete and/or a witness to the refusal should be obtained.

9. FAILURE TO REPORT

If an athlete fails to report for sample collection at the agreed time, this should be noted on the Doping Control Form. Wherever possible attempts to contact the athlete within a reasonable timescale (eg one hour) should be made and noted.

10. PENALTIES

In general, a refusal or failure to report or a refusal to provide a sample or otherwise to comply with these standard sampling procedures shall be deemed to be equivalent to a positive test.

ANNEX A

THE DOPING CONTROL STATION

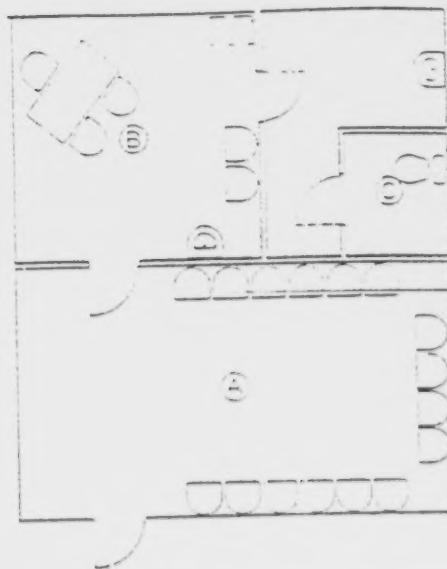
Facilities for Doping Control should provide privacy for competitors and security for the collection procedures. They should be situated close to the competition or training area. Access to the Doping Control Station is restricted to authorised personnel only (i.e. doping control officer, selected competitors and their accompanying officials, Federation Doping Control official). The entry door to the Doping Control Station must be secure.

Within the station three areas are required, a waiting area, administration area and an area for sample collection. (Ideally, there should be at least two inter-connecting rooms).

The waiting area should be equipped with chairs, clothes hangers and hooks, space for an adequate supply of non-alcoholic drinks (still and carbonated) in unopened containers and a rubbish bin. In addition reading materials, television or radio are helpful to create a relaxed atmosphere.

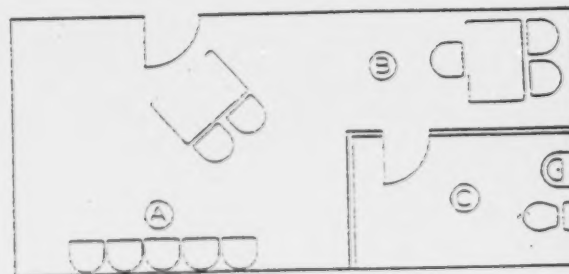
The administration area should contain table and chairs, wash basin, soap and towels. At major events involving sample collection over several days, a lockable freezer or refrigerator for storage of samples is useful. At least one W.C. is required in the sample collection area and separate sample collection areas should be provided for each sex being tested. Sufficient space is needed to accommodate the doping control officer and competitor in this area.

AN IDEAL DOPING CONTROL STATION



- A Waiting room
- B Administration Room
- C Sample Collection Room

AN ALTERNATIVE ARRANGEMENT



- A Waiting room
- B Administration Room
- C Sample Collection Room

ANNEX B1

SAMPLING EQUIPMENT

1. Sampling equipment which is approved by national anti-doping organisations should include the following:
 - 1.1. Disposable urine collection vessels, individually sealed prior to use.
 - 1.2. Transparent bottles (of sufficient volume to ensure the total quantity of urine could be contained in 1 bottle, ie when collecting partial samples prior to sub-division), sealed prior to use.
 - 1.3. A unique sealing system which secures the bottles during transit and storage.
 - 1.4. Doping Control Forms to record identifying details for the samples, athlete and collection procedure. This form should consist of an original with 4 copies:
 - 1.4.1 the athlete;
 - 1.4.2. the national anti-doping organisation;
 - 1.4.3. the laboratory (with no information on the name or identification details of the athlete and accompanying representative);
 - 1.4.4. the national sports federation where appropriate;
 - 1.4.5. the international sports federation, where appropriate.

Copies should be clearly indicated and differentiated by colour.

A checklist of the information required is attached at Annex B2

 - 1.5. A secure container for transporting the sample bottles to and from the laboratory.
 - 1.6. Measurement sticks for pH and specific gravity.
 - 1.7. Chain of custody form (s)
2. There should be sufficient numbers of collection vessels, bottles and codes to allow the athlete to choose, provision for possible faulty equipment, breakages; provision for partial and second samples.

ANNEX B2

DOPING CONTROL FORM

The Doping Control Form (for notification and for the collection procedure) should provide space for the following information:

Athlete's details:

- 1 Athlete's name
- 2 Sport/Event
- 3 Country/Team
- 4 Identification

Notification details and consequences of refusal, etc:

- 5 Notification Date
- 6 Notification Time
- 7 Signature of doping control officer (for notification)
- 8 Name of doping control officer
- 9 Signature of Athlete
- 10 Consequences of refusal (para 3.3)
"Failure to report for doping control and refusal to provide a sample are deemed to be equivalent to a positive result".
- 11 Procedural objections waiver (para 6.12)
"Standard Sampling Procedures should be followed as far as is reasonably practicable in each case. A minor departure from them shall not necessarily invalidate the possible finding of a prohibited substance during analysis. Only a departure which reasonably casts doubt upon the validity of a positive analysis will be entertained".

Collection Procedure details:

- 12 Date of Sample Collection
- 13 Time of Arrival at Doping Control Station
- 14 Event Code
- 15 Sex of Athlete
- 16 Total Volume of Urine
- 17 Partial Sample Seal Numbers (if taken)
- 18 Bottle Code A/B
- 19 Seal Numbers A/B
- 20 pH reading (if taken)
- 21 Specific gravity reading (if taken)

- 22 Declaration of Medications (see para 6.9)
"It is in your interest to declare any medication or other substance taken, during a period specified in accordance with the relevant regulations, prior to this control".
- 23 Comments
- 24 Signature of Athlete
- 25 Signature of doping control officer (to certify procedures correct)
- 26 Signature of International Representative (if present)
- 27 Signature of Accompanying Official (if present)

RECOMMENDATION

A standard form with a consistent colour scheme should be used (for distribution of copies, cf. Annex B1, item 1.4).

ANNEX C1

CHAIN OF CUSTODY

1. There should be a secure and documented chain of custody for the transport of sampling equipment from the despatch of the prepared equipment to the doping control officer and from the doping control officer to the laboratory. If the doping control officer opens the transport container on receipt to check the contents, the sample equipment within must remain sealed. The transport container should be resealed and the code noted.
2. Equipment should be received (by the doping control officer and the athlete) sealed with an unique seal of the originating organisation.
3. Once the equipment has been used, it should be sealed in a manner distinct from the first system (ie by colour/design or other means).
4. There should be restricted access to both types of seals. The first seals (from the organisation preparing the kit to the doping control officer) should not be available outside the organisation. A secure method of ordering, delivery and storage of the seals should be implemented, and the organisation should maintain an inventory of issue.
5. A copy of the chain of custody form should be sealed inside the kit.

Prepared -> doping control officer doping control officer -> Laboratory

6. The chain of custody form should include the following information:
 - 6.1. Event code number
 - 6.2. Week number/date
 - 6.3. Number of samples collected, A and B bottle
 - 6.4. Competition or out of competition
 - 6.5. Sport/Federation
 - 6.6. Outer bag seal number on despatch - sealed by
 - 6.7. Outer bag seal number on receipt - received by
 - 6.8. Outer bag seal number on return - sealed by
 - 6.9. Sampling Kit custody details:
 - 6.9.1. seal numbers
 - 6.9.2. released by
 - 6.9.3. received by
 - 6.9.4. purpose
 - 6.9.5. date/time
 - 6.10. Bottle numbers (seal numbers indicate bottle contains urine)

An example is attached at Annex C2

7. Completion of the form:

- 7.1. On despatch from the organisation responsible for preparing the kit, the date, seal number for transport and details of equipment enclosed in the transport container should be noted.
- 7.2. On initial receipt, the breaking and re-sealing of the transport container by the doping control officer (or any official body, eg customs, security) should be noted and signed.
- 7.3. The seal of the transport container should be broken at the collection point in the presence of witnesses (doping control officer, athlete or governing body official).
- 7.4. The bottle and seal numbers of all samples enclosed in the transport container should be noted on the form together with the seal number for the transport bag itself. A copy of the form must be enclosed.
- 7.5. Changes in custody of the transport container during transfer to the laboratory must be noted by signature acknowledging the seal number recorded to be correct.
- 7.6. Any further breaking and resealing of the transport container must be also noted and agreed by signature (eg by an official of Customs or security)
- 7.7. The chain of custody form may be photocopied and the copy given to signatories, the original should continue to accompany the transport container until its acceptance by:
 - 7.7.1. the laboratory;
 - 7.7.2. an official carrier which operates its own chain of custody documentation, with signature required for transfer of ownership
- 7.8. The original chain of custody form should then be returned to the authority initiating the control, who will have responsibility for checking the chain of custody is complete before forwarding a report of the analysis of the governing body/athlete. In the laboratory report of the analysis, it is suggested that date, time and seal numbers are noted.

ANNEX C2

DOPING CONTROL

SAMPLE COLLECTION - CHAIN OF CUSTODY FORM

The sampling kit sealed as below contains urine samples collected from sports men/women as a part of a programme of doping control. These samples are of no commercial value. They are being transported to an International Olympic Committee accredited Laboratory for analysis. The urine samples have been collected and sealed at the place of collection. Maintenance of the chain of custody is essential to ensure the security and integrity of the urine samples. When custody of the sampling kit is transferred confirmation of receipt of the sealed container must be obtained by signature of the receiving party. A photocopy of this form should be retained as written receipt. If inspection of the sampling kit is required by Customs and Excise or other authority, acknowledgement of the sealing process by the inspecting authority will assist the maintenance of this chain of custody. Opening of the inner containers will invalidate the chain of custody unless appropriate record is appended which is recognised in a court of law. For further information about the contents of the sampling kit please contact:

1 Event Code:	2 No of samples collected: A B	3 Outer bag seal number from Laboratory: Sealed by _____					
4 Tick box as appropriate Competition OOCT		5 Sport / Federation:					
6 Outer bag Seal number: On receipt Received by _____		7 On return Sealed by _____					
8 Sampling kit custody details:							
Seal numbers	Released by	Received by	Purpose	Date/Time			
	_____	_____	_____	_____			
	_____	_____	_____	_____			
	_____	_____	_____	_____			
	_____	_____	_____	_____			
	_____	_____	_____	_____			
9 Bottle numbers enclosed (seal number indicates bottle contains urine sample)							
A		B		A		B	
A		B		A		B	
A		B		A		B	
A		B		A		B	

**Recommendation N° 2/94
of the Monitoring Group of the Anti-Doping Convention
to Parties, on Measures to restrict the availability
of Anabolic Steroids, etc.**

The Monitoring Group of the Anti-Doping Convention, under the terms of Article 11.1.d. of the Convention,

Recalling Article 4.1 of the Convention which states that "the Parties shall adopt where appropriate legislation, regulations or administrative measures to restrict the availability (including provisions to control movement, possession, importation, distribution and sale) as well as the use in sport of banned doping agents and doping methods, and, in particular, anabolic steroids";

Concerned by the widespread abuse of anabolic/androgenic steroids in nearly all sports, and at all levels of sport, and by all ages of sports people;

Concerned equally by the even more widespread abuse of steroids in para-sporting circles and in fitness centres for purposes that may not be linked directly to sporting performance;

Considering that such abuse presents a challenge not only to sporting ethics but also to public health in general;

Considering that the illicit distribution of anabolic/androgenic steroids appears to be increasing, thus putting many young people at risk, and, giving rise to harmful physiological and psychological consequences associated with steroid abuse;

Convinced that international co-operation is necessary to reduce steroid abuse and the illicit trade in steroids;

Bearing in mind the legislation already adopted or proposed for adoption in Parties to the Anti-Doping Convention, and in other States associated with the Convention,

Recommends the Parties:

- (i) to ensure, where such a framework does not already exist, that a legislative framework provides for efficient control of the supply and transfer of anabolic/androgenic steroids;
- (ii) to ensure that these controls cover unauthorised manufacture, import or export, distribution, trade or transfer for gain of products containing such compounds; the controls should also contain appropriate provisions against unauthorised possession;
- (iii) to ensure that the scale of penalties for contravening such controls are appropriate, bearing in mind the nature and scale of the offence;
- (iv) to ensure that such controls and penalties also extend to veterinary steroids when diverted to or intended for human use;
- (v) to consider ensuring that authorised producers, distributors, doctors, pharmacists and veterinarians keep appropriate records of their several holdings and transfers of such steroids.

Explanatory Memorandum to Recommendation N° 2/94

A. PRESENT SITUATION

1. Article 4.1 of the Anti-Doping Convention states: "The Parties shall where appropriate adopt measures to restrict the availability (including provisions to control movement, possession, importation, distribution and sale) as well as the use in sport of banned doping agents and doping methods and, in particular, anabolic steroids".
2. Denmark, Norway and Sweden have adopted legislation making transfer, import or acquisition for the purpose of (financial) gain a crime. Canada has adopted legislation to reschedule anabolic steroids in the Food and Drugs Act, making it a criminal offence to import, export, traffic, manufacture or distribute all (human) steroid products, except by authorised persons or for authorised purposes. In Denmark and Sweden, use and in Norway, possession and use, remain unpenalised. Finland is contemplating similar legislation.
3. The United States of America has implemented the Steroid Control Act of 1990 which brings all steroids intended for human use under the provisions of the Controlled Substances Act. This criminalises production, trafficking, non-medical use, possession, or distribution of steroids with penalties of up to 20 years imprisonment, and/or \$1m fine and/or asset forfeiture.
4. In most European countries other than those mentioned in paragraph 2 above, controls on anabolic steroids are exercised through existing medical drug control acts or regulations. These usually stipulate that obtaining drugs or pharmaceutical preparations containing steroid compounds is subject to appropriate medical prescriptions. However, it is believed that it is possible to obtain some such preparations in Belgium and Portugal over the counter (OTC) from a pharmacy. Unauthorised or unprescribed possession or use of such compounds is not usually penalised. Some doctors and pharmacists have however suffered penalties either under law or under their appropriate professional codes for illicit distribution of these drugs.
5. In addition, there is growing evidence of illicit trade in these substances in the world of organised crime, independent of medical/pharmaceutical circles.

B. SCALE OF PROBLEM

6. Steroid abuse is widespread at all levels and in all kinds of sport.
7. It is not, however, limited to organised sport. Anabolic steroids are commonly abused in gyms/fitness centres, etc., by people who want to 'look good' and by people who have a professional need to remain/keep physically fit and strong. Such people are not necessarily covered by the testing programmes carried out by sports organisations.

8. Studies carried out in recent years^{*****} indicate that millions of people in sporting and para-sporting circles are at risk from anabolic steroid abuse, and the illegal market in such substances is worth hundreds of millions of dollars.

C. SOCIAL AND OTHER CONSEQUENCES

9. Besides the undermining of sports ethics by drug abuse, there are 4 principal reasons why public authorities should be concerned at this high level of steroid misuse:
- (a) the young age at which much abuse starts. 14 years old is not unheard of; 16 years old is common; by 18 many are psychologically dependent. The role of sports heroes as models for impressionable young people is decisive here;
 - (b) the quantities that are often involved. Stacking (taking several different steroids simultaneously) and cycling (taking them in accordance with successive timetables) lead to excessively large quantities of steroids being misused, greatly in excess of any dose which might be considered therapeutic;
 - (c) the types of steroid being abused. Amongst these are a large number of steroids originally designed for veterinary use and therefore not suited for human ingestion, as well as various kinds of illicitly produced compounds, with varying levels of impurity.
 - (d) the health consequences of abuse. Apart from the pronounced physiological changes in both men and women which steroid abuse causes (such changes are well known and documented) and the risk of specific types of cancer and cardiological disorders, it can also cause unpleasant and dangerous psychological alterations, increasing aggressiveness and violence. There are also studies which show a strong degree of addictiveness/dependence on steroids which continues after the sporting or other original motivation/purpose has ceased.

D. PROPOSALS

10. The Working Party on Legal Issues therefore proposed that the Monitoring Group should adopt a Recommendation to Parties with a view to Parties' instituting stricter controls on the availability of anabolic steroids. Because of the international nature of the 'trade' in steroids, these controls should contain common provisions making illegal the unauthorised production, import/export, distribution, supply, transfer, sale and, where appropriate, possession of anabolic steroids, whether for human or veterinary use. Given the various legal situations in the different States, each Party should look for the most efficient legal means of achieving these goals and enforcing a control system with appropriate scope and penalties.

^{*****} See, in particular, document T-DO (92) 8, in which the original draft of the proposed Recommendation was presented.

11. The Working Party, recalling that the term "anabolic steroids" appears in the text of the Convention (see Article 4.1) and is expanded upon in the Explanatory Report thereto (see "Notes on the Appendix to the Convention", section C), took the view that it is unnecessary, and would perhaps even be counterproductive, to enshrine a definition in the proposed draft Recommendation.
12. The same argument applies to appending a definitive list of the substances coming within the scope of the proposed text, since product development could easily render such a list out-of-date and therefore less effective.

However, reference is made to the Appendix to the Anti-doping Convention: "Reference list of pharmacological classes of doping agents and doping methods" (which is updated as needed by the Monitoring Group), "Androgenic/anabolic steroids".

13. Finally, consideration may have to be given in the future to a similar Recommendation on the subject of certain polypeptide hormones, as and when concrete evidence of their abuse for sporting purposes becomes available.

Part Four

Informal Meeting of European Ministers responsible for Sport

Press Communiqué

14th Meeting Informal Meeting of European Ministers responsible for Sport
Strasbourg 27-29 April 1994

SPORT AND MONEY

The European Ministers responsible for Sport, meeting in Strasbourg at the invitation of the French government, on 28-29 April 1994,

recalling their previous statements on the financial aspects of sport, the need to promote the ethical values of sport and their recognition of autonomy of sports organisations,

noting with interest the conclusions of the Council of Europe's study on the "The Economic Importance of Sport in Europe: financing and economic impact" under the direction of Professor Andreff*, which provides detailed comparative information on the financing of sport in Europe and trends in it,

noting with pleasure that this study shows that:

- the growth and increased variety of sources of funding for sport are helpful to its development;
- there has been a manifold increase in the number of employment opportunities opened up by sport and allied sectors;
- the voluntary sector plays a decisive role in sport and thus makes a major contribution to the balanced development of society in general, noting the wide variety in different countries of sources for funding sport, from the public sector, consumers, and private sources (and their proportions), and in the roles of central regional and local authorities, etc.

reaffirming Article 12 of the European Sports Charter, on Finance: "Appropriate support and resources from public funds (at central, regional and local levels) shall be made available for the fulfilment of the aims and purposes of this charter. Mixed public and private financial support for sport should be encouraged, including the generation by the sports sector itself of resources necessary for its further development",

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recognise that some problems appear to be relatively commonly felt:

- ensuring sufficient direct and indirect public financing for sport in general and sport for all in particular, both in current and capital expenditure,
- the specific needs of, and difficulties faced by, the sports organisations of the new member countries in obtaining public and private financing for their activities,
- the need to safeguard and develop the place of lotteries in helping to finance sport,
- the difficulties created by the financial inequalities with regard to the needs of top-level sport and those of sport for all, between popular sports and less popular sports, between the few televisual sports (whether at national or international level) and other sports, which divide sport and undermine its solidarity,
- the increasing cost of major international sports competitions which tends to exclude less well-off countries, thus contravening the ideals of the universality of sport and of equal opportunities,
- the need to develop ways of keeping within sport a more substantial proportion of the profits generated through sport,
- ensuring the integrity of high profile sports people and helping them to develop post-sports career possibilities;

reminded the international sports federations that changing the technical requirements in sport had financial repercussions for public authorities, at the expense of money that might be available for funding other needs in sport.

agreed that further study of these questions was necessary in order to:

- keep this work up to date, concentrating on key comparable elements, and exchange data regularly;
- propose possible relevant solutions,

asked the Council of Europe to continue its research on the economy of sport in an appropriate framework, with a wider participation,

agreed to discuss these questions further at their formal conference at Lisbon in 1995, in the context of their discussions on "the Social Significance of Sport".

Part Five

B Sports Facilities

Sprint regional seminar on sports facilities and Sport for All (PLAN-CON-SPORT)

Poiana Braşov, Romania
1-3 September 1994

Report and Conclusions
by Mr Ivor DAVIES (UK), General Rapporteur

Introduction

- 1 The Council of Europe's Committee for the Development of Sport (CDDS) and the Romanian Ministry of Youth and Sport staged a seminar at Poiana Braşov, Romania, under the title of Sports Facilities and Sport for All, 1-3 September 1994.
- 2 The focus of the seminar was the development of sport for all in the new member countries of the CDDS.
- 3 This report of the seminar summarises its main conclusions and recommendations.

The Seminar

Content

- 4 The content of the seminar was decided on at the preparatory meeting in Romania in June 1994.
- 5 It consisted of three main themes:
 - 5.1 *Formulating and introducing Sport for All policy.*
 - 5.2 *Stimulating and generating resources for Sport for All.*
 - 5.3 *Modernising, adapting and developing facilities for Sport for All.*

Format

6 The format of the seminar was as follows:

- 6.1 Introduction and scene setting in plenary sessions.
- 6.2 Presentations in plenary sessions; discussions in five working groups; and reports back from the working groups to all delegates in plenary session.
- 6.3 Draft conclusions and recommendations in plenary session.

Participants

7 Thirty four delegates from 18 European countries participated in the seminar and seven experts drawn from old and new CDDS countries made presentations, led working groups and acted as rapporteurs.

Findings

General

8 Delegates stressed the importance of developing both sport for all and sports facilities on which it could be based. There is an essential link between the two.

Problems

- 9 Delegates described problems in their individual states. The problems varied in degree though the following aspects appear to be shared among most states.
- 10 There is a shortage of money to support existing sports activity and to develop sport for all. This relates to the general economic difficulties of the states as they develop market economies.
- 11 There is a lack of direction in developing sport for all because the necessary policies have not yet been formulated clearly and legislation setting out responsibilities has not been enacted. This applies especially to legislation in respect of local authority responsibilities. Delegates recognised that sport for all was low on political agendas, especially at a time when the main focus was on developing economies.
- 12 Political agendas are also influenced by negative attitudes in general to sport. When countries have long been dominated by the idea of a sports elite and a pre-occupation with winning medals, it is difficult to achieve rapid conversion to the idea of sport as a democratic right for all or as a social or cultural activity. Policy makers need to be motivated to promote sport for all and society in general motivated to take part in sport.

Specific Themes

Generating Sport for All Policies

- 13 Delegates recognised that sport for all policies could be developed for reasons of social policy or for reasons of cultural policy or for reasons rooted in both social and cultural policies.
- 14 The public sector includes all three levels (local, regional and central) of governmental responsibility. The public, voluntary and commercial sectors all have a part to play. Delegates

recognised that the public sector had to work sensitively, consulting people about what activities they wished to take part in, soliciting their views on the provision of facilities and creating conditions where individuals could take charge of the organisation of sport and their own participation in sport. Public bodies have to outline possibilities, create opportunities and allow individuals to work out their own future.

- 15 In the process of developing sport for all, top sport is an essential partner. It often has sports facilities which can be used also for sport for all purposes. It has leaders and coaches some of whom might be re-deployed to sport for all programmes. Top sport provides a goal for some of those taking up sport: there is a sports development continuum.

Providing Facilities for Sport for All

- 16 Delegates recognised that existing built sports facilities, especially those designed for top sport, may need up-grading in order to enable them to deal with larger numbers of sports participants taking part in a wider range of sports activities, and to create a more welcoming and human atmosphere, both outside and inside. Further, they recognised that new built facilities for sport for all should be in the right place and of the right size; and flexibly designed to cater for changing types of use over time. The same principles of creating a welcoming and user-friendly environment apply.
- 17 It may not always be necessary to construct buildings to encourage sport for all. There is a vast array of opportunities to develop activities in existing formal and informal spaces, such as parks, walkways, waste ground, paths, river banks, rivers and lakes. In doing so, the potential participants should be involved in the modifications of the environment.

Generating Resources for Sport for All

- 18 There is a wide range of arguments which can be marshalled to convince decision makers to commit resources to sport for all: social and economic returns to the country, to the community and the individual; Delegates appreciated the need to advance substantiated cases because those committed to sport are trying to convince those not committed to sport and under pressure to allocate resources to other good causes.
- 19 The seminar examined the concept of marketing and appreciated the need to give greater thought to consumers wishes rather than to the supply side.
- 20 The reality of sponsorship as a contract between a sports organisation or individual sports person and a commercial organisation - entailing benefits to and obligations on both parties - clearly emerged, together with the indication that commercial sponsorship is unlikely to generate the bulk of resources to support sport for all programmes.
- 21 Delegates identified a need for more concrete information on sport legislation, sponsorship policies and practices, lotteries and the general financing for sport for all in the developed economies of Europe.
- 22 The seminar considered the role of good management in both generating and applying efficiently and effectively resources for sport for all: money, facilities, activities and people. While large sums of money are not yet available, there is a large pool of people which can be developed to take forward sport for all messages and programmes. Efficient managers who add value to operations and effective leaders are the keys to moving forward, as are the establishment and continual development of sound management practices based on the cycle of planning, monitoring, reviewing and re-planning.

Conclusions

- 23 There are problems in the new CDDS member countries in developing sport for all, reflecting history and present economic difficulties. Nevertheless, there are grounds for optimism based on examples of cooperation between top sport and sport for all and changing attitudes on the parts of decision makers. Large sums of money are unlikely to appear rapidly so it is imperative to be creative in developing sport for all, making the optimum use of existing resources while continually arguing substantiated cases for additional resources.
- 24 The CDDS can assist by continuing to provide seminars and concrete information.

D Sports Policies

CDDS Consultative meeting with Albanian Sports Authorities Tirana, 7-8 July 1994

(Texts are reproduced in their original version, without translation or correction)

Honourable Mr President
Honourable gentlemen of the CDDS
Honourable Your Excellency, Minister of Culture, Youth and Sports
Honourable ladies and gentlemen, participants in this seminar

It is a special pleasure and honour to me to declare open this International Seminar, the first of this kind and level about Sport in the entire history of the founding and development of Albanian Sport, thanking deeply and sincerely the CDDS for its concern, good understanding, predisposition and materialisation of its technical assistance to our Sport at these both hard and new moments in the restructuring and deep reformation of our Sport.

On this occasion, I would like to emphasise the great and concrete assistance and support of this Committee to the qualification of many of our cadres through the first stage of the Seminar financed by the CDDS and directed by Mr Imesch on direction and management in Sport, the participation free of charge in many Seminars organised abroad and in putting in our disposal their magnificent materials, such as the European Sports Charter, the Code of Sports Ethics, the European Convention against Doping in Sport, the European Convention against Violence in Football Matches which, unfortunately, are presented for the first time with delay to the Albanian Sport Managers.

Likewise, we greet the wise CDDS initiative in holding such Mobile Seminars in various countries where the possibility of actualization and profit for the participants is broader.

Following the profound political transformations, Albania is actually passing through a period of great and dynamic social changes and, in order to understand, cope with and solve correctly our orientations in Sport it is necessary to study and analyse the experience and corresponding structures in the field of Sport and Physical Education in Europe.

Well-known is the fact that the previous model of Sport organisation and functioning was completely integrated with politics and under the rigid state control and management. The main and the only financial source was the state budget. The activity of sports clubs depended a great deal on the sport federations which, on their part, together with the shadowy Olympic Committee were under the control and direction of the Ministries and, that was a clear expression of centralisation and politisation of sport management with us.

The deep political changes led to a new period of the search for and enhancement of democracy and of the endeavours for introducing market economy in Sport as well.

These endeavours led to the consolidation and emergence of the Albanian Olympic Committee, for the first time, as a non-political organisation which took upon both the state and Olympic Management of the federations, sports clubs and of the whole Sports movement in Albania, surely in imitating CONI of Italy, attempting thus to introduce the first elements of the organisational and financial pluralism in Sport with us.

The organisational evolution of our Sport is clearly and accurately stipulated through Decision no 20 of the Council of Ministers dated 24.01.1994 on "The Division of the Albanian Olympic Committee and establishment of the state structure of physical education and sport" in Albania

which, really and for the first time, based on the principle of decentralisation, brought about genuine possibilities for realising organisational pluralism in the functioning and financing of our Sport.

The Olympic Committee, as a non-state organisation, relying on the Olympic Charter and its Statute, is already considered by the state structure of sport as a privileged consultant and collaborator in the elaboration and carrying out of our country's sports policy.

In this context, the sports federations and clubs, attain a far wider autonomy both concerning the organisational aspect and the technical and financial one.

The abandoning of, the "sport state" pattern with the model of sports associations on a voluntary basis, the introduction of the principle of competition and free economic initiative, backing of clubs, federations and teams by new sponsors, the free movement of sportsmen and coaches, decentralisation of the ownership over sports premises and grounds and the emergence of the first elements of privatisation in the field of sport, the concern and setting in motion of local government, the increase of financing and specially of indirect and private financing, legitimisation of the status and regulations of the sports federations and clubs, the introduction and development of some new sports, the beginning, following a drastic fall, of a rise in interest and popularity of local and national sports activities as well as a tendency of reevaluation by the Government of the values of sport in the human, cultural and social plane, constitute some of the new positive elements and phenomena of our democratic reality.

Anyway, realising the fact that in our reality sport cannot constitute a priority of our actual society, we have to admit that the economic situation of the clubs, federations and of sport for all in particular, puts a question mark to the existence of clubs and federations, and especially to the fulfilment of their international obligations, leading to a decrease in sports results and to the migration of many young sports talents.

Likewise, the pronounced lack of financing by the state for investments in the construction and maintenance of sports premises and grounds, is bringing about their degradation and non-functioning.

In this aspect, we will try and would demand from the Government a more concrete backing to the abolition of the income tax over sports revenues, to the creation of fiscal facilities in instigating sponsorship and regulations by law, in conformity with the international practice, of the relations of sport with our television.

Under this highly difficult and complex situation, we would judge of priority to us the making of the first Sports Legislation of Albania as the fundamental conditions to reevaluate, on a legal basis, the place and role of sport in a genuine democratic society.

We consider that this problem, along with our efforts, will require an international cooperation and, in this case, a juridical technical assistance from the legal experts of the CDDS would be appreciated by us as necessary and useful, a thing which would surely lead to a fuller and accurate integration, based on their evaluations and experience, of the legal sports culture in Albania with the sports Legislation of Europe.

Finally, considering this meeting as an ideal opportunity for the exchange of opinions and taking advantage of the rich experience and deep knowledge of the lecturers, allow me to express my full conviction in its success in becoming acquainted and changing of the mentality of management in all levels of our sport.

Thank you! Vice Minister of Culture, Youth and Sports

Dr Vesel RIZVANOLLI

**Synopsis by Mr George WALKER,
Head of the Council of Europe Sports Division**

Participants

3 members of the Assembly, 5 members of CDDS Bureau, Sports Ministers, Directors of Sports departments + 60-80 Albanian sports leaders

Objectives

Advice on sports reform and legislation in Albania

General Assessment

The hearing enabled the Council of Europe experts to comment on the organisational and financial reforms in sport recently introduced by the Albanian government, notably by separating the public sector administration for sport from the Albanian Olympic Committee, as advocated in the European Sports Charter.

Following the substantial cuts in state financial support for sports organisation, the experts provided advice on matters concerning sponsorship, marketing, television rights, etc. and gave examples of fiscal advantages and other tax benefits.

The general state of sports facilities and the need for new approaches to management, including privatisation, were examined in detail.

The advisability of preparing an up to date general law on sport was stressed.

The hearing provided an opportunity of lively debate and questioning between the Albanian Vice-Minister responsible for sport and leaders of sports federations and clubs. As an exercise in transparency and democracy it was helpful and the concordance of advice from the experts helped convince participants that reforms in their country were similar to those underway elsewhere in all parts of Europe. The experience of Hungary was considered particularly relevant.

Follow-up

To be decided

(Other hearings are planned in 1994 and 1995).

CDDS Consultative meeting with Hungarian Sports Authorities

BUDAPEST, 20-21 October 1994

Synopsis

Participants

2 Parliamentarians, 6 members of the CDDS Bureau, Hungarian State Secretary for Sport, 4 Hungarian Members of Parliament, Directors of Hungarian Sports Departments, 40-60 Hungarian Sports Leaders, 2 CDDS observers from Slovenia, a number of journalists.

Objective

Advice on sports legislation and sports financing in Hungary.

General Assessment

- 1 The hearing enabled the Council of Europe experts:
 - to suggest and comment on the principles to be proposed in the draft Sports Law;
 - to dialogue with Hungarian participants on problems affecting sport - future financing; ownership and management of sports facilities; the role of lotteries; tax advantages for sports events, clubs etc; sponsorship.
- 2 It enabled Hungarian parliamentarians and other participants to ask a wide range of questions on sport to the "panel" and to the State Secretary.
- 3 There was a large measure of consensus on the need for a new Sports Act. Finding parliamentary time would be a problem.
- 4 Coverage in the written press was extensive.

Follow-up

Further hearings are planned in 1995.

CDDS Seminar on Sports Legislation

MALTA, 18-19 May 1994

Presentation and Outcome

The Malta Seminar on sports legislation, organised by the Maltese Authorities on behalf of the CDDS of the Council of Europe was opened on 18 May 1994 by the Maltese Minister for Youth and the Arts, Hon Dr M A Refalo at the Corinthia Palace Hotel in the presence of 41 participants from 25 European countries. He set the frame for the discussion by recalling that the Seminar was part of an effort of the Committee for the Development of Sport (CDDS), to help with the progressive implementation of the European Sports Charter in all 38 member countries.

Chief Justice Professor G Mifsud Bonnici gave a general introduction to the subject on the basis of his twofold experience as a former member of the UEFA disciplinary Committee and as Judge of the European Court of human Rights. He presented a well documented tour d'horizon of the problems that can arise between Sport Law and General Laws, recalling that sports organisations were based on the free association of individuals and that every sport was a self-sufficient system of law where rules predominated.

Chaired by Dr Frits Hondius, Deputy Secretary General of the Commission Internationale de l'Etat Civil, the Seminar dealt with three major subject areas:

- 1 "On the boundary of General Law and Sports Law" subject introduced by Professor H van Staveren (Vrije Universiteit Amsterdam)
- 2 "Sport and Media" introduced by Mr W Verlinde (Head of the Sports Programme Division, EBU)
- 3 "Trends in Europe" with particular emphasis to the new member countries, introduced by a case study from Bulgaria by Mr P Krastev.

At the end of the two days discussions the Chairman presented a summary of questions raised during the seminar and deserving further examination:

- 1 Bearing in mind the need to respect the autonomy of sports organisation, the responsibility of central, regional and local government with regard to developing sport could be further articulated in general and specific laws;
- 2 Sports events which form the content of television broadcasts are increasingly regarded as purely commercial products. Such a trend trivialises the human and cultural dimension of sport and television. The defence of these values requires the full attention of the competent Council of Europe bodies.
- 3 Present developments in the media and advertising pose problems to the survival of the smaller sports, purely amateur sports and sports practised at local level. The enhancement of the legal protection of these sports requires special attention.
- 4 Having regard to the need for harmonisation and coordination between the regulations of the international sports organisations and the ordinary law, it is proposed that these regulations and their conformity with general principles of law should be more closely examined.

- 5 The Clearing House is commended for its very useful surveys of Sports Legislation and asked regularly to update them.

On the basis of these data and those gathered and exchanged in other fora, comparative study should continue under the auspices of the Council of Europe on models of Sport Law notably:

- general sport laws,
- other laws having a direct impact on the sport, such as law governing civic associations and other NGOs, and fiscal, lottery and sponsorship laws.

While these studies are of importance to all European countries, they are especially useful for those countries which have recently undergone fundamental political changes.

The guiding principle for all action outlined above should be respect for sport for all as an essential element of Human Rights, and as the Council of Europe's fundamental sport objective.

The participants thanked the Sports Division of the Maltese Ministry for Youth and the Arts and the Council of Europe for a perfectly organised seminar and paid tribute to the intellectual input, the practical arrangements and the generous hospitality.

Given the importance of the subject and the continuous evolution in this field it was felt that a follow up seminar would be very welcome in the not too distant future.

"SOCIAL SIGNIFICANCE OF SPORT"

SPORT AND HEALTH - CURRENT SCIENTIFIC EVIDENCE AND POLICY IMPLICATIONS

POSITION PAPER

*drawn up by Ilkka Vuori and Peter Fentem******

with the collaboration of B Ekblom, J Haulicà, I Rubana, L Andersen, B Stromme, R Felten, P Oja, R Mattila, A Formosa.

**'Sport for all' and health -
a summary of the implications of the current scientific evidence**

The potential benefits of Sport

Definitions:

Sport is defined as in Article 2 of the European Sports Charter. " 'Sport' means all forms of physical activity which, through casual or organised participation, aim at expressing or improving physical fitness and mental well-being, forming social relationships or obtaining results in competition at all levels". This review considers on all sports, but it focuses particularly on leisure activities and active recreational pursuits which involve periods of sustained rhythmic dynamic exercise where locomotion is a major element. In this review physical activity, exercise and sport are used as interchangeable terms.

Health is treated as a human condition with physical, social and psychological dimensions, each characterized on a continuum with positive and negative poles. Positive health is associated with a capacity to enjoy life and to withstand challenges; it is not merely the absence of disease. Negative health is associated with morbidity and, in the extreme, with premature mortality.

Fitness is the ability to perform muscular work satisfactorily (WHO 1968). It can be directed towards either of two goals, performance or health.

Health-related fitness refers to those components of fitness that are effected favourably or unfavourably by the habitual level of physical activity and relate to health status. It has been defined as a state characterised by (a) an ability to perform daily activities with vigour and (b) a demonstration of traits and capacities that are associated with a low risk of premature development of diseases and conditions associated with habitual physical inactivity. A test battery for the assessment of health-related fitness of adults is being designed by the Council of Europe's expert group. This Eurofit for Adults test battery comprises tests for four dimensions of health-related fitness: aerobic, musculoskeletal and motor fitness.

Respectively Professor of the UKK Institute in Tampere (Director) - (Finland), and Professor at the Nottingham City Hospital Trust, Department of Medicine, Division of Stroke Medicine -(UK).

1 The quality of the evidence

There is a growing mass of evidence concerning the relationships between physical activity in leisure time and health. This evidence has been analysed rigorously by a number of expert groups, acknowledged to be substantial and to be sufficiently strong that it can be used to inform the setting of public health policy and population strategies. It serves as an excellent basis for individual counselling and advice regarding participation in all forms of active recreation.

2 The nature of the evidence

What evidence is available is based upon observational, experimental, clinical and epidemiological studies. Within the limits set by the methods employed there is a consensus among scientists belonging to various relevant disciplines that appropriate regular physical activity can influence health favourably.

3 Benefits for the individual

Regular physical activity can substantially enhance and maintain functional capacities, preserve structures, and counteract the deterioration which occurs with age and inactivity in so far as it effects:

- (i) skeletal muscles – power, strength, and endurance
- (ii) motor function – agility, balance, co-ordination and speed of movement
- (iii) the skeleton and joints – joint structure and function, flexibility, bone density
- (iv) cardio-respiratory function – aerobic power and endurance
- (v) metabolism - carbohydrate and fat .

4 The influence of age and health status

These benefits are available to people of all ages, from childhood to old age, those who are well and those with chronic disease or disability.

5 The significance of enhanced individual health-related fitness

Adequate fitness from regular physical activity translates into increased physical performance, physical and psychological self-sufficiency and independence and contribute to the perceived quality of life.

6 The effect on chronic diseases and biological risk factors

Regular exercise has been found to be associated with the lower occurrence of many common diseases: musculo-skeletal, metabolic and cardio-vascular diseases including osteoarthritis, osteoporosis and osteoporotic fractures, non-insulin dependent diabetes, obesity, including metabolic syndrome, arterial hypertension, coronary artery disease, stroke and peripheral vascular disease.

Several biological characteristics have been found to predispose to the diseases in the list above and have become regarded as so-called risk factors. It appears that the effects of physical activity are mediated through its action on these factors by reducing their influence. It is probable that this is the way that participants avoid the deleterious effects of these risk factors, aerobic capacity, low muscle strength, reduced bone density, obesity and especially central obesity, inappropriate blood insulin level and cellular insulin sensitivity, raised blood lipids, abnormalities of blood coagulation and fibrinolysis and raised arterial blood pressure.

In general, individuals at the increased risk can anticipate the greater health benefit from physical activity than those at low risk. Thus, the favourable influence of physical activity on biological risk factors is best seen in middle-aged men but it can be seen already in children and young adults.

7 Evidence requiring further confirmation

There is a further group of conditions for which moderate levels of physical activity may offer health benefits. For this group the scientific evidence is weak or at best only of modest strength. This group includes decreasing the risks of depression, mechanical low back pain, some types of cancer, especially colon cancer, and perhaps cancers of the female reproductive organs, susceptibility of infection with acute respiratory viruses. More research is needed to discover whether physical activity is causally related to the appearance of these diseases, and to define the extent of its role in their prevention.

Participation in physical activity may have stimulating effects on cognitive function in children and other groups. It may decrease the likelihood that 'harmful' habits will be adopted or continued, eg. smoking, and it can favourably influence dietary habits and nutrition. The evidence is insufficient to draw conclusions regarding the eventual health-enhancing potential of physical activity in these respects.

8 The characteristics of physical activity which enhance health

The patterns of physical activity which have favourable effects on the conditions listed above and on most of the risk factors for these diseases and conditions have been identified. This knowledge is sufficient to warrant the formulation of prescriptions of activity which cause improvements in most of the components of health-related fitness and biological risk factors.

9 Effective forms of exercise

Suitable regimes need to be specified in terms of the type of activity, its frequency, duration and relative and absolute intensities. The many benefits can be attained by the same general activity schedules. The basic characteristics of the recommended activities are that they should involve large muscle groups, impose more than a customary load and require a substantial increase in energy consumption. In practice this means taking frequent, daily if possible, sustained rhythmic exercise of most major muscle groups for at least 20-30 minutes. Brisk walking fulfils these minimal requirements in most adults. If this is complemented by other activities to exercise the muscles of the trunk and upper body then most adults will improve. Many forms of sport and active recreation involve vigorous exercise. These activities confer greater health benefits always provided that they are performed regularly with suitable preparation.

These principles have already been incorporated into US Public Health policy; the recent recommendation for health enhancing physical activity by the American College of Sports Medicine (ACSM), Centers for Disease Control and Prevention (CDC) and the President's Council on Physical Fitness and Sports (PCPFS) (1993) states: "Every American adult should accumulate 30 minutes or more of moderate-intensity physical activity over the course of most days of the week. Regular participation in physical activities that develop and maintain muscular strength and joint flexibility is also recommended".

10 Safety of health enhancement through sport

Evidence from national surveys as well as from epidemiological and clinical studies indicates that the incidence of acute and overuse injuries as well as of cardiac and other complications is low when physical activity is practised along the lines of the recommendations above. Thus, basic health-enhancing physical activity is safe. The risk increases if participation in exercise is erratic or taken at an intensity or frequency or for a duration which is much higher than is customary for that individual. The risk of all injuries and complications also increases rapidly when the exercise is performed at high speed, when it requires great power or skill and when there is a high risk of collision or body contact. Thus the high incidence of injuries and complications in some sports seriously limits their promotion as health-enhancing forms of physical activity.

The unsupervised use of pharmaceutical substances by individuals engaging in active leisure pursuits and sports should be discouraged and is generally to be considered harmful. However there are individuals who would be unable to take part in exercise for their health unless they take medicines under supervision. Doping in sport is always a serious health hazard.

11 Health Economics of sport

Evidence on this aspect is scarce and incomplete. There is some reliable evidence suggesting that the adoption of a sedentary lifestyle leads to substantial individual and social costs.

Data derived from well-planned and well-conducted work-site health promotion programs emphasising physical activity suggest that increased physical activity of the work force can lead to decreased health care costs, reduced absenteeism and greater vigour at work place.

12 Feasibility

Data from population surveys shows that ball games and other sports are most popular among children, adolescents and young adults. For older adults recreations involving locomotion, eg walking, running, cycling, skiing and swimming are increasingly popular and are the most popular activities from middle-age onwards. Most people who are regularly active report that their activity enhances their mood and well-being. These immediate subjective experiences are reported to be the main driving force. These findings suggest that effective enhancement of health through physical activity is feasible

13 Current levels of physical activity

However, only a minority of people in most if not in all European countries meet the activity recommendation promulgated in the USA (see paragraph 9). The proportion of individuals who are regularly active decreases substantially from late teenage onwards.

14 Conclusions

There is firm scientific evidence to indicate that regular, moderate leisure time physical activity has numerous and substantial effects on health, functional capacity and well-being. Dynamic sustained aerobic exercise such as brisk walking and other forms of locomotion share these effects, are among the most popular activities, their effects are perceived as favourable and the individual and environmental barriers to participation are modest. The rate of complications in those activities is low. These facts strongly suggest that regular leisure-time physical activity has large potential as a health-enhancing measure.

Policy implications

15 Value of physical activity: Reliable and strong scientific evidence supports the claim that regular physical activity is one of the cornerstones of good health, functional capacity and well-being. This role is fundamental, unique to physical exercise and stands to benefit people of all ages. Governments should consider the provision of opportunities for health-enhancing exercise and sports as one of its important responsibilities. This justifies the need for formulating a rational European policy to promote health through sport for all. The issues contained in paragraphs 16 - 26 need consideration.

16 The Challenge: To achieve a major increase in participation by individuals and populations is demanding and challenging. Success will require thorough planning, intensive promotion and careful implementation by alliances of national and local government, commercial and voluntary agencies. [footnote: see Charter, Article 13, page 9]. A major increase in participation even in simple and inexpensive forms of physical activity will require considerable resources to raise awareness, to provide motivation, opportunities and supporting services.

17 Differing needs and opportunities: In different societies the need for health-enhancing physical activity varies because of differences in living conditions, in the patterns of health and disease and in the amount and favoured type of current physical activity. National populations differ in their preferences, in their willingness to engage in physical activity and in the opportunities available to them for participation in a suitable variety of sports. The cost of providing opportunities for participation also vary.

18 Assessment of needs: A rational policy to enhance participation in physical activity must meet local needs and suit local priorities. The need should be estimated on the basis of data from appropriate, preferably repeated investigations of populations and sub-populations regarding morbidity, mortality, functional capacity and perceptions of health, and relate them to estimates of current levels of habitual physical activity. The proportion of the population who are sedentary and the burden of ill-health attributable to this lifestyle is a basis for estimating the magnitude of the health gain achievable through the health-enhancing potential of physical activity. This analysis also serves as a basis for estimating what resources will need allocating to the pursuit of these policies. Approximate estimates of need can be derived from data for comparable populations.

19 Effective measures: The selection of ways and means of increasing physical activity requires information about the attitudes of the target population toward exercise and sports and about opportunities for and barriers to participation. Such an analysis will permit an estimate to be made of the change in participation which can be expected. The rational selection of ways and means to increase the physical activity of populations is ideally based on the results of such an analysis, but the following general considerations set out in paragraphs 20- 26 below also apply:

20 Activities which are a priority:

The highest priority should be given to enhancing motivation and to expanding opportunities for simple physical activities through promoting traditional ways of locomotion; these can be practised by the largest numbers of people in efficient, safe and cost-effective way, by incorporating such activity into daily chores, into travel to work and commuting, and into leisure and recreation. A goal should be the achievement of a cultural shift which leads to individuals accepting physical activity as a fundamental and important part of the activities of daily life. Success will lead to improvements in the health of the individual and the population and will contribute to improving the quality of the environment. Opportunities to participate in a larger selection of activities should be available to meet different individual needs, desires and priorities. The order of priority for societal support of different activities should be based on their efficiency, safety, equality in opportunities for participation and cost-effectiveness as well as, naturally, on demand. A high priority should be given to supporting children and young adults to acquire and practice the skills required for sports which will 'last' a lifetime.

21 Target populations:

The scientific evidence indicates that the least active gain the most by beginning regular exercise. Thus, a high priority should be given to offering opportunities to motivated but sedentary or irregularly active individuals and groups. They can be found and should be sought especially among people with limited opportunities, those with restricted independence and freedom of choice such as children and elderly and those belonging to underprivileged or minority groups, including people who already sick or disabled. A longer term goal should be to motivate those presently lacking the will to exercise.

22 Measures to be assigned priority:

To increase levels of participation in those activities assigned a high priority it is important to increase the knowledge and awareness of the health value of these activities. The public require information and sport and health care professionals offering support and advice to individuals and groups need education and training. Opportunities for participation should be increased by providing safe, tidy, and pleasant walking and cycling routes in all neighbourhoods as well as by making parks, play grounds, courts, trails and paths as easily accessible as possible. Similarly physically active means of commuting to work should be promoted.

23 Safety:

Injuries in exercise and sports are a major public health problem. They deter many people from participation in physical activity and thus deprive them of the related health benefits. Therefore any measures which can be taken to decrease the number of sports injuries are especially important. The measures can include changes in the rules and practices in individual sports, improvements in the environment, education of all parties involved and development of effective multi-factorial prevention programmes supported by thorough research.

Heart attack and sudden death during sport are fortunately very rare. Prevention of such accidents is best achieved by a strong emphasis on the provision of good advice which must warn against erratic participation and the ignoring of symptoms of excessive strain.

24 The best way forward:

Even simple forms of physical activity require individuals to modify their lives and planners to provide the necessary environment if people are to make a successful start and to continue. Therefore successful enhancement of physical activity will be impossible without well-planned, long-term, continuous concerted action of numerous agencies (see footnote page 7). To ensure continuity and equal opportunities, the role of public sector is essential.

25 Responsible bodies and agencies:

To achieve a health gain through activity requires individual action. The primary responsibility lies with individuals and their families, but they need facilities and services. In many countries the responsibility to provide facilities rests with the public sector and the responsibility to provide opportunities for participation with sports organisations. In shifting the emphasis towards involvement in non-competitive, simple activities by sedentary people of all ages, more facilities, functions and services need to be made available. Full use of the health-enhancing potential of physical activity requires strong input from the public sector, and great responsibility lies with community planners, politicians and numerous professional groups.

The role of health care professionals needs a special emphasis, because their expert opinion can be a crucial factor in creating motivation; their knowledge of counselling may be usefully exploited in offering lifestyle modification to healthy as well as to sick people. Similarly special emphasis should be placed upon assigning a high priority to physical education and health education in school curricula and to providing a sound grounding in the principles and practice of regular sport and recreation, because the schools play a key role in promoting life-long interest in sport and physical activity.

26 The need for immediate action:

The time is right for immediate action. Awareness of the consequences of the ever increasing burden of ill-health due to sedentary living grows day by day, and this means that there are good prospects for introducing some measures in all societies. It is clear that better, more reliable and more detailed knowledge of the health effects of physical activity will continue to be needed. "How to attain these benefits in safe and cost-effective way?" and "how best to increase people's interest and participation in exercise and sports?" will continue to be important questions. However, current knowledge and relevant experience are sufficient to prompt potential participants to make full use of our present knowledge of health benefits and to urge providers to create new opportunities for people to benefit from the health-enhancing effects of regular physical activity.

"SIGNIFICANCE OF SPORT FOR SOCIETY"

SPORT AND PHYSICAL ACTIVITY AS A SOCIALISATION ENVIRONMENT

POSITION PAPER

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I. The Significance of Sport and the Responsibility of the State

1. Sport has become increasingly important in modern societies. Sport is here taken in a wide sense. There are more and more people practising sport, watching sport, reading about sport, visiting sport. Though there are tremendous differences in different European countries, it can be expected that sport will continue to be important, and a growing element in everyday life.

Sport is practised not only in schools and in leisure time; it is also a profession for more and more people. Sport can mean not only active participation but spectatorship as well, especially due to the fact that it has become an important element in the mass media.

There is evidence that a connection exists between the spectator's own sports activity and the response to the sport contest he watches, in his psyche and behaviour. The connection between social and demographic characteristics of sports spectators and their behaviour in the stands is also verified.

2. This quantitative growth has resulted in a fundamental change in the landscape of sport. These changes can be described in various ways:

- in relation to sport participants: Sport is no longer mainly an activity of young males from middle classes. Women, elderly persons, minorities, different ethnic groups, people with disabilities and other social groups become more and more involved in sport both as athletes and as spectators.

- in relation to motivation: Sport is no longer mainly oriented towards achievement and competition but towards new forms of motivation like fun, body experience, risk, aesthetic values, social communication, social integration and others.

- in relation to concepts of sport: Sport is no longer only practised in traditional ways. Nowadays we must differentiate between other components like self-expression or the professional and entertainment aspects of sport.

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-in relation to the organisation of sport: Sport is no longer offered only by voluntary organisations or by the state but by a broad diversity of other suppliers and agencies and it is more and more practised in informal forms.

3. Sport in this differentiated form can have positive as well as negative significance in modern societies. If we speak about its significance we are referring to unintended consequences of individual behaviour, which might be latent or manifest. In a general perspective it cannot be stated under which conditions and in which forms sport might have positive or negative effects, but the following dimensions should be taken in consideration:

international understanding versus narrow national identification
integration versus segregation,
democracy versus abusive political power
harmony versus aggression
environmental protection versus environmental harm

These are the extremities between the broad range of positive and negative effects that can occur. Which of these effects will come out depends on the specific conditions under which sport is organised and practised.

A predominant significance of sport is its socialisation effect.

4. Therefore the state has a tremendous responsibility to guarantee sport for all: as a school discipline, as a leisure-time activity and as an area of professional development. Opportunities should be provided at each level of sport because sport is an important part of the quality of life and an important element of culture in each country.

II. Sport as a Socialising Environment (General remarks)

1. Socialisation is a process by which individuals learn the skills, attitudes, values and behaviours that enable them to participate as members of the society in which they live. It is a lifelong process which facilitates role transition during the whole life cycle. Sport is frequently regarded as an environment contributing to the process of socialisation of individuals as with family, peers, school, community and mass media.

2. The socialisation process in sport is a complex phenomenon. There are some remarkable differences in socialisation processes between countries due to cultural, political and economic diversity. This makes it necessary to develop specific sport policies in different countries.

3. Research on socialisation is one of the most important topics in the social science of sport. In most countries there are theoretical concepts and empirical results on the socialisation effects of sport. A great part of this research has focused on socialisation into sport, other research is devoted to the socialisation effects of sport itself. Most of these investigations demonstrate the positive influence of sport on the personality and on the well being of those practicing sport - and in particular on children and school children both in and out of school - as well as on those who take part in sport as spectators.

4. The impact of sport comes in addition to other socialisation factors. The advantage of sport is that it influences both body and mind: hence, it contributes to socialisation through the movement itself and through the movement's effect on personality development, and also through the nature of the social contacts conveyed by different kinds of sports. Thus sport can have an impact on role learning, adaption to normative conformity, strengthening self esteem and Ego-identity and solidarity. Moreover, it is believed that cultural values, personal and social attitudes and behaviours learned in the physical activity setting transfer to other spheres of life.

5. It is not possible to deal with socialisation without mentioning personality development and especially moral values.

The relation between sport and moral development and reasoning is complicated. The results from research are contradictory, but it seems evident:

- a) that attitudes to the violation of rules become more tolerant with increasing age, experience and skills,
- b) that the sport environment (including the "club culture") tends to modify the views about moral questions,
- c) that leaders need to understand how important their influence is on the moral ethic qualities of participants and
- d) that specific teaching approaches can have positive effects on learning fair play and promoting pro-social (helpful) behaviour.

More attention should be paid to these issues in the training of teachers and coaches, placing emphasis on dialogue among participants and giving children more opportunities to exercise responsibilities of their own in organising sport activities, to improve their social and ethical consciousness.

6. The notion of fair play is crucial: Socialisation in sport may only be promoted when moral traits are developed. But the imperative of success becomes more and more misleading not only in adult performance sport, but as an example for youth as well.

III. Sport as a socialising environment for specific social categories

1. **Age groups and Gender**

Much of the following, particularly as regards children and young people, applies equally to both sexes. However, it can be affirmed that socialisation into, in and through sport has a different meaning for males and females.

- a) The least doubts on the importance of movement for socialisation are connected with early childhood. A child is undoubtedly associated with cognitive and moral development at the early stage of life, since the child takes on different roles and learns to view himself or herself as distinct from but, at the same time in relation to others.

There is, however, a broad consensus theorists and researchers as to the importance of play and games in childhood to promote a sound development in the motor, social and cognitive domains. Play and games with physical demands gradually allow children to engage in various social roles which enables them to learn valuable skills in larger social contexts. Games also form a bridge between spontaneous play and institutionalised sport.

The fact that sport is a very popular activity which gives participants lots of fun, and different kinds of enjoyable experiences, like excitement, social feelings and experience of success makes it important as a socialisation environment even if the socialisation effects are not consciously looked for.

Fun and enjoyment in sport and avoidance of anxiety or negative feelings depends on the degree of expectation of success and the type of motivational and emotional climate.

Many research findings from different countries show that a large majority of children and young people who participate in voluntary sports clubs have positive experiences of fun and joy, challenges and social relations with peers and adult leaders in training and competition. Recent studies with more qualitative methods have indicated that the social life which takes place between and around the sport activities is important in the socialisation process. Besides providing a good framework, sport nourishes social contacts, cooperation and social relations.

- b) There is evidence from several studies from different countries that interest in physical activity among children and young people has decreased during the last decade and that too many young people, and in particular girls, do not exercise frequently and intensively enough to learn adequate physical skills and be able to participate in sport activities in society.

Furthermore, there is much research evidence showing that sport and physical activity habits are acquired in young ages. Experiences from some countries show that regular daily physical activity in school have many positive results. The tendency in many countries to reduce the time for physical education as a school subject will compound this process. It is therefore all the more important that governments, local communities and sport organisations strongly stimulate and encourage physical activity and sport among young people.

Research shows that from the point of view of socialisation, the social structure and forms of social interaction are more important than the type of sport activity. The main factors which are crucial for socialisation are cooperation between individuals, the quality of leadership, the level of, and importance given to competition, to individual spontaneous activity and to free choice and decision making versus excessively formal organisation. Other factors that contribute to a sound socialisation experience among children are:

- orientation towards the task rather than to the outcome
- awareness of goals of training
- long term outlook

- c) In adult age the motivation towards physical activity is more complex and varied. The outcomes are thus more varied: self-esteem, self-concept, self-control, discipline, responsibility, body-image, fitness, communication, relations, total wellbeing, improvements in work, less absenteeism, and of course health. All these findings are encouraging, but there is an absence of causal support for those observations. However, much evidence - whatever the initial motivation may be - shows that the practice of sport fosters some aspects of socialisation such as work ethics, and positive attitudes.

As concerns adult women, the needs and condition of socialisation differ in important respects from those of men, and more research needs to be done into this subject.

- d) The beneficial influence of sport and moderate physical activity for old age and especially for people over 60 years old is also documented. Meeting other people, communicating with them, mastering some skills helps older people to fight depression, anxiety, stress, sleep disorders, or alcohol and drug abuse.

2. Groups with special needs

There is research to show that sport can be a valuable socialisation environment for people with special needs in our societies, for example to promote the integration and self-respect of ethnic minorities, to help improve the lives of persons with handicaps (and particularly those with consequent psychiatric disorders) or to assist in the resocialisation for delinquents.

From today's sport socialisation research there is a lot of convincing evidence that most sport and physical activity can reinforce and contribute to physical, psychological and social wellbeing for children, youths, adults, minorities, disabled and older persons. In a sedentary society sport becomes more and more important as a socialisation environment to promote primary motor skills that are necessary to live a sound and healthy life. The effects of sport socialisation will of course be strongest when persons are involved over a longer period of time and when involvement is intense.

"SIGNIFICANCE OF SPORT FOR SOCIETY"

ECONOMIC IMPACT OF SPORT
AND PHYSICAL ACTIVITY

POSITION PAPER

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1 Introduction

- 1.1 Considerable research has been carried out on the economics of sport. This position paper is a summary of the key points from a broader scientific review which cites some 54 articles, books and studies in the field. The paper outlines the social and economic consequences resulting from sport and sports phenomena. Brevity may give an impression that sport is merely regarded as an instrument of economic or financial policy. This is far from the case: sport is an integral part of society and also manifests and reflects cultural values. However economic effects are important and this paper outlines the economic benefits of sport.
- 1.2 Research to date as highlighted in the Scientific Review has cast light on several aspects of the importance of sport. It should, however, be noted that the sense of economic and social well-being which the public derive from sports is not of prime concern in most of those studies. Sport may directly play such a role in society by offering ways to use leisure time, improving physical fitness and promoting social integration and good health. The economic stimulus that sport generates contributes to consumption, income, employment, and local, regional and national economic development.
- 1.3 The paper first considers the direct economic benefits of sport, following the assumption that both the practice of sports, and sport events themselves, help create positive social and psychological benefits as well as the resulting economic benefits. This is the case with the financing, consumption and participation of individuals in sports and sports management. The paper also considers the important role of the voluntary sector.
- 1.4 The paper then illustrates how sport stimulates industry and various markets, the creation of employment, regional economic development, and investment in sports equipment. Sport also has wider effects by creating economic flows and social and trade ties that may not otherwise have existed. There is strong economic evidence for all these effects.

2 Financing of sport

- 2.1 In Europe, sport is financed in varying proportions from diverse sources. These include participants and consumers, the State, national school systems, local authorities, various forms of private enterprise and unpaid voluntary effort. The general picture, from a research study based on the year 1990, is that private financing exceeds public financing of sport in many countries in Europe but that public funds provide a vital base for the financing of sport.
- 2.2 Although this study shows that there are clear differences among the European states, there appears to be a "European model", showing a relatively decentralised form of sports organisation in which sports financing and management are based on the growing and increasingly direct links between participants and spectators as well as between local and regional public decision-makers.
- 2.5 The wide variety of sources of financing, in particular the contribution of the public and voluntary sectors, offers a basic guarantee of a wide provision of "sport for all", the chance for everyone to share the benefits of sport. This structure and organisation of financing sport, if regarded as successful, could be promoted within the new member countries from central and eastern Europe, the economies of which are in transition.

3 Significance of Sport for Consumption

- 3.1 In 1990, most countries studied showed that almost 2% of overall consumer expenditure could be categorised as sport-related. Accurate inter-country comparisons are difficult because of problems of classification, but the similarity of overall levels at around 2% is quite marked.
- 3.2 Consumer expenditure can be split into three categories:
- expenditure directly related to sports participation;
 - expenditure related to passive consumption of sport as a spectator; and
 - expenditure related to gambling.
- 3.3 Data in recent studies indicate that sports-related expenditure is closely influenced by a number of significant factors. Standards of living and disposable income have a clear impact on the level and structure of increases in sport-related expenditure in both absolute and relative terms. Financial resources are not only used for more exclusive sports equipment and trips to recreation destinations, but to a growing extent also for individual and more expensive forms of sports participation.
- 3.4 The positive benefits of sport on health are both an added bonus to the individual and more generally to the community at large. Further assessments of the negative effects, for example sports injuries, need to be balanced against this. The increasing investment in corporate fitness programmes by commercial organisations suggests that the positive effects considerably outweigh the negative.
- 3.5 As economies grow, therefore, sports participation and sport-related expenditure will also grow and arguably become more sophisticated. This indicates that sport has potential for encouraging economic growth and expansion in Europe.

4 Sports Participation

- 4.1 Studies involving inter-country comparison show a wide variation in rates of participation. This variation stems both from inherent differences between countries in rates of sports participation as well as differences in definition and methodology.
- 4.2 For either sex or any given age group participation in sport is influenced by available leisure time, standard of living, disposable income, sports facilities and the existence of non-profit and profit oriented organisations offering opportunities for interested participants. Different levels of motivation and financial means of participants lead to involvement in various sports and to the development of different types of sports organisation.

5 Sports Management

- 5.1 The growth in commercial sports activities is reflected by the growth in sports management as a profession. Sports managers are a relevant group in three fields. First there is a requirement for managers in active sports, especially in large sports clubs and in profit-making organisations providing sport. Secondly, spectator sports need management expertise and thirdly there is the context of the management and administration of the sports infrastructure. Commercial sport is of growing importance in highly developed urban societies with a large concentration of potential spectators. This means that in highly developed societies, sports management and sport managers become an important group in

these contexts. The demand for management training can be covered to a great extent by existing education and management training schemes and courses.

6 The Voluntary Sector

- 6.1 The voluntary sector plays a critical role in providing opportunities for participation without which the whole cost would be borne by consumers and providers. There is also a major economic contribution as the voluntary sector constitutes a large percentage of overall sports budgets. The voluntary sector is mainly financed by public subsidies and the volunteers themselves. In some countries recent reductions in public finance have led to problems within the voluntary sector, in particular where local authority cutbacks are putting pressure on the resources of the voluntary sector.
- 6.2 In recent surveys volunteers expressed a need for legal protection and insurance schemes. There is also need for new thinking with regard to tax incentives to encourage new people into the voluntary sector. The financial status of volunteers is also an important issue as this has implications for the motivation of volunteers.
- 6.3 The role of volunteers is an essential part of sports provision and should therefore be encouraged. The most common tasks carried out by volunteers are coaching young people and acting as officials in clubs and governing bodies.
- 6.4 The relationship between volunteers and employees who work together or do the same job gives cause for concern in some member countries in terms of required training needs, as does the way forward for integrating unemployed people into the voluntary sector without loss of benefits or tax status.
- 6.5 New member countries from central and eastern Europe have expressed interest in receiving advice and assistance in the establishment or encouragement of a voluntary sector in sport where such traditions may not exist at present or need reviving within the new economic situation. There is a particular need for training within clubs and governing bodies.

7. Sport and employment

- 7.1 Sport has significant effects on Gross National Product and employment. The commercialisation of sport has contributed to this development.
- 7.2 Participation in sport and sport-induced demand give rise to the supply of facilities and employment. The relevant fields are self-administered sports clubs and federations, private enterprises including sports publishing and the media, and the state.
- 7.3 In several European countries where this issue has been examined, sport's share of employment reaches values of almost 2%, including a high degree of part-time employment.
- 7.4 Many employees in sport-related industries are employed in small firms which have particular needs in terms of investment in training and education for their employees. Many jobs in the sports service sector are for very short working hours, are temporary or are seasonal - reflecting the varying characteristics of different sports.

8 The Economic Significance of Sports Facilities and the Impact of Major Events

- 8.1 There are major employment implications related to sports facilities and amenities. Demand can change because of developments in participation patterns. Jobs are created both during construction and subsequently during the ongoing operation of the facilities. In turn this increase in local employment has positive effects on other local businesses and services.
- 8.2 An important facet here is flexibility; this relates to design, usage, cost-effective management and ownership arrangements. There is also a need to take account of whole-life costs of sports facilities and to ensure that they are fit for purpose, both in terms of size and location as well as design.
- 8.3 Supply and demand for facilities must take account of all levels of need within the broad sports development continuum. There is a particular need for planning and provision of facilities in the new member countries and expanding the use there of school facilities.
- 8.4 The link between the major events and their benefits is rather tenuous, and such benefits as do exist are concentrated in a relatively short time period. It is safe to say that watching such events in the stadium or on television gives rise to spectator satisfaction. The financial receipts that these events generate meet part or all of the organising costs, but account must also be taken of any external effects detrimental to the well-being of local populations. The construction of major facilities or infrastructure items should be carried out with environmental sustainability in mind.
- 8.5 It is the investment in sports facilities and infrastructure (airports, roads, railways, harbours) that entails the greatest associated expenses. These are borne by the local authorities, private enterprises and the State, and an economic spin-off can be expected for a town or a region or even an entire country which can help to increase its attractiveness for local and foreign investors, stimulate local business, promote tourism, highlight local technology and sometimes boost local industry and employment. All these positive effects have in some instances been more theoretical than real.
- 8.6 However the evaluation of the economic spin-off effect of sport events presents problems, and assessments are often confined to direct expenses. A strict approach calls for taking into account economic side-effects (indirect expenses) of sport events, determining the space and dimensions of their impact and duration, estimating the degree of interdependence of the economic activities and identifying what proportion of indirect flows remains in the area considered and what proportion constitutes a "leak" to the outside. On that basis, a "multiplier" of activity and employment can be calculated which is a function of the initial monetary investment. The size of this multiplier varies quite widely. Economic multipliers are used to predict the resulting wider economic impact of an initial specific investment.
- 8.7 Arguably, sport events in general, and major sport events in particular, not only raise the profile of and contribute towards establishing cities, regions or a country firmly in people's perception. They also cause direct and indirect economic activity. For the promotion of sport events, particularly large events, the provision of an appropriate infrastructure needs to be carefully analysed from an economic point of view.

9. The Sports Industry

- 9.1 The demand for sports goods opens markets and outlets for major industry. The demand for sports services includes the following areas: the organisation of sport events, advertising and sponsoring, and television broadcasting of sport.
- 9.2 Sales contribute to economic growth and also to the distribution of income and the safeguarding of jobs in the sports industry. The resulting variety and diversity are likely to prove beneficial to consumers by offering a wider selection of products. There has been a tendency for this selection to diminish in some countries to the detriment of consumers, when the number of independent shops selling sports goods is reduced.
- 9.3 The invention of new sports products is also beneficial. Technical innovation helps athletes win and makes their performance more spectacular, provides them with opportunities for non-sport financial gains and attracts media attention for sponsors. There is also a demand for innovations to make the practice of sports easier, safer and more relaxing for everybody. There is also a market for sports products explicitly intended for non-competitive sport. In some cases, however, technological innovation can result in raising costs and therefore reducing mass participation.

10 Sport and the Mass Media Industry

- 10.1 The demand for sport events and the growing attention they receive on television and radio as well as in the press has given birth to a sports service market. The demand for sport broadcasts by part of the population has prompted television networks to carry such programmes, offered by the organisers of sport events: International Olympic Committee, sports federations, leagues and teams.
- 10.2 The sharp increase in the growth of private broadcasting stations and pay television in Europe has led to increased sports finance. On the other hand, spectators and consumers are bearing an increased cost from the commercial support provided to sports by private channels: higher licence fees in competing public stations and higher prices for consumer goods charging a part of the advertising expenses paid at broadcasting prime rates on to the consumers. There is also the problem of the loss of autonomy for sport if the rules or event timings have to be changed for the benefit of broadcasters.
- 10.3 Advertisers require a medium and sport increasingly offers one. Well-managed sponsorship agreements benefit both sport and the sponsor.

11. Sport and Foreign Trade and Investment

- 11.1 The importation of sports goods and foreign investment in the industry manufacturing them increase the quantity and variety of products for participants in sports and others. This is therefore beneficial to the recipient country. Exportation of sports goods boosts economic growth and employment in the country of origin.
- 11.2 For sports goods with a high value added in their production most European countries trade mainly with other developed countries. However sports goods with a lesser value added are usually imported from less developed countries. Multinational firms have been relocating production to developing countries by international subcontracting, in particular for sports clothing and footwear. Here, beneficial export effects aid the development of the low cost country. The sale of products that are less expensive, because they are manufactured with low-cost labour, is meanwhile beneficial to the consumer.

12 Future Directions

- 12.1 The widespread and pervasive effects of sport on the economy point to the desirability of ensuring the supply of appropriate data and analytical studies to policy makers.
- 12.2 Existing data vary considerably between countries in terms of the extent of coverage and the classification of activities relating to sport. Hence one direction for future progress would be to develop a European-wide common framework for data collection and reporting. This will be relevant in particular to new member countries in Central and Eastern Europe during the period of economic transition. The need for further cross-national research must be stressed in so far as the strength of evidence remains weak in several areas of the economics of sport in member countries.
- 12.3 Further research on the economic aspects of sport should build on the initial studies available, which primarily relate to the position in various member states for a given year and are largely complete. However, progress in economics of sport is still hindered by methodological difficulties such as disparities in available data between member countries, different definitions of sport participation and the absence of an homogenous nomenclature for sports goods and services. An attempt at increasing homogeneity and harmonisation of data and nomenclature utilized in economics of sport by member countries might be regarded as a crucial target for methodological effort in the future. It could also be important to develop an understanding of the dynamic influences which shaped the observed trends over time. This would yield valuable insights to aid the formulation of policies for promoting and developing sport.
- 12.4 The work of the Council of Europe in the areas of economic aspects of sport represents a useful additional insight into the multi-faceted nature of the activities and consequences arising from sport. Given that sport within all member states is likely to show further expansion in the years ahead, it is highly desirable that this work should continue to promote a wider awareness of the 'sport for all' philosophy which stems from the democratic, social and cultural traditions of Europe.

Results from the Working Party on Voluntary Work

The Importance of Voluntary Work

Introduction

- 1 This paper provides a brief overview of the responses from ten member countries to a questionnaire on the importance of voluntary work. The purpose of the questionnaire was to obtain general background information regarding the nature of the voluntary sector and possibly point the way to further research; or identify good practice so that member countries could benefit from each others experience.

Background

- 2 The working group was established under the auspices of the larger group working on the economic importance of sport; the new group was asked to consider the importance to sport of the voluntary sector.
- 3 As a result of detailed discussion and the decision to pass the project on to the Social Significance of Sport project and the European Sports Conference the group decided to conduct a small pilot study amongst member countries participating in the voluntary sector group.

Brief Overview of Responses

- 4 The detailed responses are arranged in summary form in the Appendix to this paper.

Overview

- 5 The general response was that there were few formal or official definitions of voluntary work in general or with specific reference to sport.
- 6 With respect to the advantages for sport there was a general consensus that these were of major significance and generally meant that sport was available on a much wider and broader basis than would otherwise be the case.

The Volunteers Perspective

- 7 There were also significant advantages cited for the volunteers themselves, mostly relating to personal self-esteem. The disadvantages were mainly related to finance and lack of time.
- 8 Volunteers in general do not get paid, other than symbolic amounts, although there is some blurring of the boundaries between volunteers and paid staff.
- 9 Volunteers are generally reimbursed for out of pocket expenses, and usually by the club or federation with which they are working. Sponsorship does not generally help volunteers.

Non Financial Support

- 10 There is evidence that most volunteers are insured but there is generally no legal protection. There are few other benefits in kind and very little in the terms of reward or recognition.

The Structure of the Voluntary Sector

- 11 The figures varied quite widely and generally indicate that the structure of the voluntary sector is a useful area for further research. Most countries were unable to say on the basis of evidence whether their structure had changed recently, and some thought it had decreased and some increased. The response to the question on social class also varied, with some member countries reporting a bias towards professional people and others not.

The Volunteers

- 12 Volunteers work on average between two and five hours a week. There is very detailed information from countries which have conducted surveys which suggests that there is valuable information to be gained by carrying out such detailed surveys. The most likely task was coaching young people and the next most likely, acting as officials.

Training

- 13 The results on qualifications, training and training opportunities were very mixed, with some countries having organised systems and others a more ad hoc approach.

National Policies

- 14 Government support in terms of policies and strategies varied between countries. There were some positive aspects which other countries may be interested in looking at in more detail.

The Future

- 15 The range from pessimism to optimism was interesting: the single European market was generally seen as an opportunity rather than a threat as was also, the transformation of former eastern bloc countries. These views stem mainly from different perspectives on the freer movement of people across national boundaries and the uncertain impact of directives on harmonisation of qualifications.
- 16 Increasing unemployment was considered more likely to have a negative impact on the voluntary sector as was changing work patterns. Most countries were concerned that future changes in public or private sector funding would cause difficulties for the voluntary sector.
- 17 The professionalism of fundraising was, on balance seen as a positive move, although care had to be taken when volunteers are working alongside professional staff.
- 18 The growth of public sector involvement was seen as having benefits for the voluntary sector, whereas withdrawal of public sector support would be problematic.
- 19 Scientific and technical change would require the addition of financial support and training if the voluntary sector was to take full advantage of its opportunities.

- 20 The move to more individualistic societies was viewed as leading to a reduction in voluntary work and a move towards more individual sports activities as opposed to team or partnership activities.
- 21 Finally, the absence of volunteers would be a major disaster for sport, even a small decrease in the size of the voluntary sector has major repercussions, particularly at the participation level for sport for all activities.

Omissions

- 22 The group recognised that there were important issues which had been omitted from the questionnaire. They should be included as part of section B on the structure of the voluntary sector and are as follows:
 - 22.1 The recruitment of volunteers.
 - 22.2 The management of volunteers.
 - 22.3 Volunteers as managers.
 - 22.4 The differing contribution of volunteers at various levels of sports development.

Conclusions

- 23 The questionnaire was designed as a pilot, to provide an overview of the status quo. It highlights the structures, levels of information available, gaps in knowledge and provides some evidence of good practice. Its results should be read with a 'health warning' as some of the material is very subjective, some based on guesstimates and only a limited amount on completed research. It did however receive a very positive response from member countries involved.
- 24 The questionnaire can be much improved for future use, the comments will assist with this as well the quality of responses which give clear indications as to the usefulness of individual questions.
- 25 Despite the importance of the voluntary sector to sport there is relatively little research available, hopefully this exercise will act as a catalyst and encourage more comprehensive research to be undertaken in this field in the future.
- 26 Clearly sport depends on volunteers; but not purely for economic reasons. The volunteers themselves and sport both gain because of the nature of voluntary work. Additional funding would always be valuable, but the commitment of the volunteer and the personal satisfaction gained by volunteering give something of value to sport that money cannot buy.
- 27 Volunteers do however seem to need more recognition and support, reimbursement of expenses and training opportunities. Although they are important, they often appear not to be treated well; lack of insurance or legal protection is a prime example. An absence of national strategies and policies with regard to the voluntary sector in sport should be a matter of concern also.

Recommendations

- 28 There seems to be scope for more in-depth research and in fact some member countries expressed concern over lack of information on their own situation. The Social Significance of Sport project and the European Sports Conference may wish to consider establishing certain criteria for such research, drafting guidelines for questionnaires and/or consideration of possible methodologies. Providing such guidance in advance of research being undertaken will assist in particular with comparability of results.
- 29 In his bibliographic survey Bjarne Ibsen identified three particular research areas where more information is required.
 - 29.1 A comparative study of the extent and nature of voluntary work across national and cultural differences.
 - 29.2 A study of how increased politicization, increased demands from the public sector and increased dependency on public subsidies affect conditions for voluntary work in sports clubs.
 - 29.3 A study of how increased professionalisation affects voluntary involvement, the character of the sports club (structure, culture etc) and the quality of the sports club (objectives, activities etc).
- 30 Further to this, the group also identified the following areas:
 - 30.1 The socio-economic background of volunteers.
 - 30.2 Research to find out the most advantageous equilibrium between the state and the market with regard to sports funding (insofar as it is linked to voluntary work).
 - 30.3 There is a need to understand how the market for voluntary work functions, although there is no 'market' in the classical sense; although it is difficult to evaluate, there are theoretical solutions. Such research would have to try to find the theoretical foundation of voluntary work in economic and socialisation terms (benefits for sport, benefits for health, personal benefits for people involved etc).
 - 30.4 Ideally, with a more elaborate questionnaire which would serve as a framework, one could attempt to do something similar to the 'economy report': individual countries would then decide how to put research together, in some fields national research would make progress and in the long run, it would become easier to answer the questions.
- 31 There are a number of recommendations which member countries might wish to take on board.
 - 31.1 Since it seems quite obvious that voluntary workers are beneficial to society, society has to offer them a minimum of legal protection (this reasoning is not shared by all countries).
 - 31.2 Public authorities should find a way to ensure that clubs, federations etc cover volunteers with an insurance scheme (at least for civil liability and corporal damage). (This raises the question of the definition of the voluntary worker.)

- 31.3 Public authorities should encourage integration of unemployed people in voluntary jobs (in some countries, trade unions oppose that, in other countries, unemployed people might thus lose their unemployment allowance) (see in this context new French proposals on special fiscal and social status for volunteers).
- 32 If a project group or other organisation were to take this on board, it might wish to carry out the following:
 - 32.1 Launch a pilot project (over a year as a minimum): in each country invite a club (it can be small, large, whatever sport) to actively try to recruit more volunteers (by all means at its disposal), to keep them, to train them; also try to get more women into important roles. After one year, analyse the results, compare the measures taken and their efficiency, present some models and guidelines.
 - 32.2 Once good practice is identified, establish the mechanisms for replicating this.
 - 32.3 Invite the sports movement to carry out a permanent investigation on the general club situation based on the typology proposed under A6-9 and A12.4 (still to be developed). Such an investigation would allow study of the evolution over a longer period of time and to detect trends.
 - 32.4 Try to collect and keep updated quantified data on a number of clubs, federations, club members etc.
- 33 Member countries with strong voluntary sector traditions may also be able to assist those trying to develop and enhance their voluntary sector by providing copies of research reports and details of current programmes and policies which support the voluntary sector.

2 September 1994

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CDDS Working Party on Voluntary Work.

Summary of Responses

United Kingdom	Czech Republic	Denmark	Belgium (Fr)	Germany	France	Portugal
Overview:			Definition			
AI(a) Is there a definition of the voluntary sector or voluntary work in your country? If so, please give details.						
No formal definition but usually defined in part as 'unpaid'. Often referred to in residual terms - ie what is left after the removal of the public and commercial sectors which are more easily defined in the UK. The National Council for Voluntary Organisations (NCVO) may have a description of structures in the voluntary sector, the Home Office has a definition, from national organisations to small community groups.	This definition does not exist in the Czech Republic.	There is no official (state) definition of the voluntary sector or voluntary work. In several research projects voluntary work is defined as voluntary activities which are unpaid or paid for with a symbolic amount; the voluntary activities must be carried out for people other than the family and for their benefit and have a formal character ie be organised or agreed. The voluntary sector is defined as formal and informal activities outside the market and the state.	No direct official definition, although there is a law of 1927 on non profit making associations.	No official definition.	Voluntary work is work which is carried out voluntarily by a third party, who receives no payment, during his/her leisure time.	Definitions do exist in some sectors, for example volunteer fire fighters and those who work for charities.
AI(b) Is there a definition of the voluntary sector or voluntary work specific to sport?						
No formal definition, but Butson (1983) defines it as " ... a collection of non profit making organisations which are essentially run by and provided for, amateur sports people." Note - National Governing Bodies and other voluntary organisations involve both paid and unpaid workers. The voluntary sector is not a homogenous mass.	No	There is no official (state) definition specific to sport.	No official definition, general reference can be made to the law regarding non profit making associations.	No	Volunteers have previously been referred to as the militants of sport.	No official definition. The laws for sport refer to coaches and administration as jobs with rights and responsibilities. We may also consider as voluntary work the underpayment received by coaches and administrators for doing their sports jobs.

United Kingdom	Czech Republic	Denmark	Belgium (Fr)	Germany	France	Portugal
Overall Perspective of the Voluntary Sector in Sport						
A2 What are the advantages for sport?						
Empowerment of sports people. Provides a large workforce with a wide range of experience & background. Access to a usually committed and low cost workforce. Increased number of administrators, organisers and coaches to help run sport. 'Sponsorship in Kind' represented by a pool of unpaid workers (ie a significant financial commitment in terms of FTE paid workers). Enables greater community penetration; more people taking part and improving performance as part of community development. Direct channel for finance to those best able to use it.	The people who are interested in the problem of the Voluntary Sector in sport are persuaded that no level of sport can exist without the work of volunteers.	Politicians and voluntary organisations distinguish between economic advantages and social/democratic advantages. Economic: a research project shows that voluntary work makes up nine tenths of all the work in Danish sports clubs. Social and Democratic: 1. Voluntary work is a more personal & engaging kind of relationship. 2. Voluntary work develops social understanding and teaches people to manage their own lives in co-operation with others. 3. Positive functions for society as a precondition for as well as a supplement to, the constitutionally defined political process and the formal political bodies of the democratic state. These positive aspects of voluntary work have not been proved.	Personal, administrative, technical and related staff who provide free services and assistance. Partnerships with the public sector, committed and dedicated staff.	Voluntary work is one of the basic elements of German sport clubs, sport associations and federations.	Principal advantages are to provide a considerable amount of unpaid work (about 300 million hours a year).	The voluntary sector, clubs, associations and federations remain the sector able to offer sport services with efficiency to the large majority of the population. The sport system can only work if sports clubs provide these sports services. The state can also give subsidies and support clubs who provide access for disadvantaged groups (ie handicapped people).

United Kingdom	Czech Republic	Denmark	Belgium (Fr)	Germany	France	Portugal
A3 What are the disadvantages for sport?						
Lack of expertise, accountability, professional input. Limited access to specialist facilities. Sometimes limited club access for regimes. Minimal time commitment limiting developmental approach, ie because of other commitments. Non-permanent, ie impossible to guarantee long-term continuity. Inconsistency in delivery, ie variable quality. Dependency on volunteers themselves. Attracts people seeking 'power' derived elsewhere. Difficulties with co-ordination.	See general information at the end.	Some organisations talk about the lack of competence and continuity.	Sometimes volunteers lack competence, or a sense of responsibility. Difficult to obtain coherence in following agreed policies.	Difficult to answer at overview level.	Disadvantages lie in a system resting on personal initiative of individuals. There are no required qualifications and outcomes depend on individual motivation. Lack of competence can be harmful to good sports organisation and activity and discouragement from some volunteers may deprive sport of aspects essential to success.	At higher levels of excellence or in social and economic situations of stress, clubs suffer either through shortage of knowledge or lack of people. Generally, the knowledge required for organising top level sport is not found amongst volunteers. Difficulties regarding a common 'language' can be found among volunteers.

United Kingdom	Czech Republic	Denmark	Belgium (Fr)	Germany	France	Portugal
Perspective of the Volunteers Themselves						
A4 What are the advantages of doing voluntary work?						
Increased self esteem and personal development. Altruism, kudos and respect from others. Sense of fulfilment self-help and help for others. Personal contribution to sports and community development. New social contacts, giving something back to sport. Enjoyment and having fun working with others. Freedom to opt in or out. Enhancement of career CVs. Can be a family activity continued involvement in sport when 'playing days' are over.	We see above all the certain moral satisfaction the value of self-determination.	No response.	Contributing to the promotion of sport. Developing relationships with others. Keeping in touch with sport. A change of environment. Pleasure in being active. Working with young people.	Various advantages which are personal to the individuals.	Essentially personal. Pleasure of contributing to the promotion of a chosen sport. A positive aspect to add to professional life. An important aspect in helping find a new job or building networks.	From an economic perspective there are material and non material benefits to volunteers. There are also social and professional benefits.
A5 What are the disadvantages of doing voluntary work?						
Large personal time commitment. Personal expenditure. Little financial help (remuneration or expenses). Conflicts - with job and family. Uneven distribution of work - heavy responsibility usually on few people. Undervalued by professional staff.	Public respect is missing. The living standard is decreasing and people look for second jobs to keep to a minimal standard. Work without pay does not provide this opportunity.	No response.	Little or no remuneration. Large time commitment. Little official recognition or value.	Various disadvantages which depend on the individual.	Mostly personal, for example voluntary work usually encroaches on time available for family activities.	Disadvantages relate to family and financial impacts.

United Kingdom	Czech Republic	Denmark	Belgium (Fr)	Germany	France	Portugal
A6 Do volunteers get paid, is this usual practice, who pays them?						
Rarely, but it does happen in some sports where volunteers are paid by clubs and associations: 1. Professional officers, part-time coaches and amateur sports people in some sports (ie rugby, soccer). 2. Volunteers can be paid indirectly via Local Authority or Sports Council grants to clubs and GBs. 3. Usual type of payment (if any) is an honorarium or travel expenses.	Some volunteers get paid. It is not usual practice. If the volunteer gets some reward he gets it from the club (NGOs). There are not any legal regulations.	About half of the trainers get paid, but it is a symbolic amount for most of them. The sports club pays them.	There are no paid volunteers. If a person is paid they are no longer called a volunteer even though their remuneration may be very small.	Yes and no. They would be paid by the community or the sports organisation.	Volunteers are not paid (or they would no longer be voluntary), but they are compensated. In general, their expenses incurred as a result of their work, ie travel, board and lodging are reimbursed by their club.	There was no standard practice to pay for voluntary work in the 60s and 70s. In the second half of the 80s professionalisation of jobs in sport increased the monetarisation of all jobs in sport. There is a growing practice in the 90s to reimburse volunteers for out of pocket expenses.
A7 How much do volunteers get paid?						
Very variable from sport to sport. Coaches (often at higher levels) do get agreed rates for courses eg Welsh Institute for Sport: Coaches £7.55 per hour with travel expenses of 18.8 p per mile. Honoraria very variable too eg £200 to £800 per year.	The amount is dependent on the level the volunteer is working at and the financial resources of the club.	Almost all the board and committee members in clubs are unpaid but half of them get reimbursement of expenses, free services, symbolic payments ie free membership, free entry, leisure clothes etc. Trainers still unpaid. Gymnastics clubs 100 to 150 Dkr per hour - trainers for adult aerobics elite clubs - football and handball - trainers are well paid.	Administrative personnel paid part time in the Federations. 200,000F - 300,000F per year. Full time 600,000F to 700,000F with a range of less than 100,000F to over £1mF. Part-time technical staff 350,000F-450,000F per year. Full time 600,000F to 700,000F per year.	Differs widely.	Volunteers do not get paid. Expenses are paid at set rates or based on receipts.	1. Organisations offering sport for all activities get paid about 30% of salaries. 2. Organisations offer competition activities for young people - 50% of salaries. 3. Those offering excellence level - about 100% - these are not volunteers. A coach gets an average monthly salary of 150,000 Escudos.

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A8 Are the volunteers given compensation for costs incurred and by whom?						
Sometimes by club, governing body or committee. Mainly coaches (Wales). More usually travelling expenses, but not loss of earnings.	These are included above.	Half of board and committee in clubs, most of trainers and leaders in GBs at regional and national level get expenses for costs incurred but not loss of earnings. Paid by the relevant club or organisation.	Mostly reimbursed for expenses incurred, paid for by the Federations.	Yes and no. See A6.	They receive expenses from their clubs.	Clubs and federations pay travelling and subsistence expenses. Salaries paid if working at excellence level.
A9 What is the average level of compensation?						
Generally not known. (Coaches in Wales get 7.55 per hour).	See above.	Half are unpaid. One fifth get more than 500Dkr in compensation.	Actual expenses are reimbursed.	There is no average level.	A Ministry of Health Circular (1975) fixed a general threshold of 400Fr per person, per event, paid by the 'employer' ie the Club.	Admin/committee/organisers get 1/2 to 2/3 of what coaches get.
A10 Is sponsorship used to help volunteers?						
Not directly. Sportsmatch (Central Government scheme) can help clubs with developments which may help their volunteers. Some general help for team expenses but not directly for volunteers.	Sponsorship has no legal basis. It therefore does not help much - only in terms of personal gifts and the use of advertisements.	No.	Sponsorship helps mainly the participants rather than the associations.	Yes and no.	Not at present.	Only indirectly. Clubs gather donations and then allocate expenditure.

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A11 Give details where relevant.						
Virtually no information except for sponsorship given to clubs and associations for kit (clothing) equipment and travelling expenses.	See A10.	No response.	No information.	Yes and no at all levels.	An association is trying to establish a Volunteer Foundation with a sponsorship committee to gather together sponsors and patrons who wish to support the voluntary sector in general.	Some activities like sailing and athletics attract donations to individuals, other than that clubs, federations and national teams are the recipients of donations.
A12 Non financial support & from whom?						
A12.1 Legal Protection or Insurance:						
Available for coaches in particular - generally via individual or club paying membership to GB or via local authority cover.	Not available.	No legal protection but sports organisations hold insurance for all their members, trainers and leaders.	Insurance against accidents exists. No specific legal protection for volunteers.	Licence for trainers, referees etc.	Following a law of 1984 Clubs and Associations must subscribe to an insurance contract covering volunteers working for them.	Coaches and organisations are insured - as a right for all people involved in sport.
A12.2 Complementary Services:						
Sometimes free use of facilities or free transport are available to elite athletes. Sometimes coach education/training courses might be paid for by clubs/associations.	Not available.			Tax reduction available.	Free access to facilities if not needed by elite athletes.	Only in clubs which have their own facilities. There is no law allowing free use of transport.
A12.3 Reward and Recognition:						
Rarely rewards and little recognition at UK level. Regional Service to Sport Awards in Wales and Scotland.					Marginal - clothing, small equipment - no medals or certificates.	They get an ad-hoc recognition & medals for what is often a life of dedication to sports activities.

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A12.4 Paid leave from work:						
Not generally & then mainly for elite sports people, top level coaches and senior committee officials.			Not possible.		Paid leave only available for public office.	Most private & public companies allow this. Also possible in the public sector.
B The Structure of the Voluntary Sector in Sport						
B1 Estimate the current number of volunteers in your country.						
No official UK figures. Est. 150,000 admin, 100,000 coaches. Wales 50,000 overall. Scotland 120,000 overall.	253,000 if include instructors, coaches, leaders, PE, tourism, referees and administrators.	Board and committee members 135,000. Trainers and coaches 125,000. On average clubs have a voluntary leader or trainer for every 10 members.	For each federation - administrators average 12 vols part-time. Full time paid - 1 Part time paid - 0.5 Technical staff 21 to 30 part time volunteers. 0.3 paid FT, 1 paid PT.	2.7 million, every 18th member of a club is a volunteer.	Between 1 million and 1.5 million.	20,000 where 90% work in small clubs and organisations. From previous study. May have increased by 20-25%.
B2 Has this number changed recently?						
Not enough evidence. Whilst there are more qualified coaches, the no. overall has probably reduced because of other pressures, longer working hours, less disposable income, changes in sports practice.	The conditions for all sports activities have changed. Generally assume the number is decreasing. 20% decline during transformation.	The number of voluntary clubs has increased by 100% since 1960. Therefore assume the same increase in volunteers. Not much change in the last 5 years.	Changes not known.	Yes, no detailed evidence.	No precise figures but general feeling that the situation has not changed much in the last 10 years.	As income increases people volunteer less. Sports participation is increasing, therefore there must be more volunteers. Too complicated to comment in the absence of survey work.

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B3 Socio-economic background of volunteers.						
Yes generally from A & B white collar & professional/skilled groups. Well educated older groups. Non manual workers are twice as likely to participate as volunteers than manual (blue collar) workers.	Not researched.	Evidence shows volunteers come from all groups and the distribution reflects that in society. However chairmen of clubs and regional and national GB officials tend to be from a higher group.	Not known.	Question is too general.	No detailed studies. However, club top officials are usually highly qualified people.	People of lower and upper classes are most likely to volunteer.
B4 Has this changed in the last 5-10 years?						
Unlikely.	Not researched.	No, we do not think so.	Not known.	Do not know.	As above.	Yes, although we have no precise data.
The Typical or Average Volunteer						
B5(a) How many hours per week do volunteers work?						
Estimates vary - between 3 and 5 hours per week. Also average 55 volunteer hours per club (Wales).	Average 2-3 hours per week.	Voluntary leaders on boards and committees for clubs average 280 hours a year (5 hours per week).	Administration President 39 wks/yr, 11hrs/wk VP 30 wks/yr, 5 hrs/wk Sec 37 wks/yr, 11 hrs/wk Treasurer 37 wks/yr, 8 hrs/wk Committee Members 28 wks/yr, 5 hrs/wk Technical Staff Average 6-10 hrs a week for 21-30 weeks of the year.	In general, at club level. President 19 hours a month. Vols in general 16 hours a month.	5 hours a week.	2 hours a day up to 3 hours a week plus weekend competitions.

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B5(b) For how many years do they remain active as volunteers?						
Not known.	Elected officials - sometimes limited by period of office. Others - can continue for long periods.	Average Club officials - 3-6 years.	Not known.	No data available.	Corresponds in general to their length of time in active sport.	Data not available.
B6 What tasks do volunteers carry out?						
Various - coaching: young people, the elderly, the disabled. Administration Committee Membership. Judges and referees. Event managers, organisers, fund raisers, bar and catering work, facility/equipment maintenance and preparation.	Some - organisation others as subsidiary coaches or instructors.	Administration. Practical tasks, coaching - all kinds of tasks for a club.	Administrative activities, technical activities; trainer, coach, doctor, monitor, physio etc.	Depends on their role.	Varied - accounting, secretarial, finding sponsor, event management, coaching etc.	All activities within an organisation particularly as officials.
B7 What % carry out each task?						
Coaches - up to 30%.	Not known.	Cannot estimate - many volunteers do a range of work for their club.	Admin 30%, Technical 70%: technical director 24% referees 20% trainers 17% coaches 10% officials 7% doctors 6% monitors 6% physios 4% escorts/supervisors 4% others 2%.	Cannot estimate.	Cannot estimate - many volunteers do more than one task.	60% officials, 30% coaches, 10% other.

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B8 Are the volunteers trained or qualified?						
Most likely to be trained are coaches although many are unqualified. Several training schemes exist through NGBs, National Coaching Foundation and sports councils.	Yes, in general - under old regime, had a duty to be qualified, now it is optional.	Only 2 out of 5 board and committee members attend courses. 1 in 10 volunteers have experience and qualifications from Higher Education in sport. 1 in 5 board/committee members have relevant experience from their jobs. Only 1 in 4 think they need training or courses for their voluntary work.	Only known for technical staff. See B9.	Some are, some are not.	No general qualifications. Most federations have essential qualifications necessary for coaches.	Very few have sport specific qualifications - many rely on their own professional qualifications.
B9 What types of qualifications do they have?						
Primarily coaching and sports leadership qualifications. Committee members tend to be experienced in some activity or rely on other professional qualifications.	Field workers have various levels of qualifications, administrators are generally not qualified.	See B8.	Federation awards 39% Government awards 25% No training 11% Non university higher level training 5% University training 3% Sports medicine 2% Government aide-moniteur 1%.	Referees - yes. Coaches - licensed. Organisers - licensed.	No studies on this.	Only non-sport related.
B10 Are there training opportunities for volunteers?						
Yes, see B8 and B9, plus 'Running Sport' for club officials and sport education programmes.	The number of opportunities is falling at present but it does exist.	See B8.	Yes.	Yes.	Formal government policy to support such training 1989.	Depends on each individual sport. No survey available.

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B11 What type of training is available?						
A mixture of taught course plus distance learning. A wide range of topics from coaching to general management and volunteer development.	One day courses for lowest level up to long term training for top levels.	All types - training, coaching, physiology, sports psychology plus administration, leadership in voluntary clubs, state-subsidy for clubs etc.	Government courses plus governing body courses for technical training. Administration - government plus Olympic Committee organise a limited number of courses for GBs etc.	Officials.	Wide ranging opportunities available at all levels of sport, from schemes for young volunteers to top officials.	Sports organisations can use public sector initiatives, but training is a club or federation responsibility.
B12 Who provides/pays for the training?						
Coaching - clubs or individuals pay. Other types of courses ie administration tend to be subsidised. Also sports councils, NGBs and Local Authorities are involved in either providing or paying for training.	Training provided by clubs or Associations. GOs do not take part in this process. Volunteers bear the majority of the expenses. Some financial support available from clubs or associations if they can afford it.	Courses are very cheap because the sports organisations pay most of the cost. Usually the club covers the rest of the costs.	Olympic Committee and government organisations for admin training. Government plus federations for technical training.	The volunteers and the associations.	Provided and paid for by federations but also at lower levels, by clubs. The new volunteer foundation will hopefully become involved in training policies.	The clubs and federations with significant government support.
National Policies and Perspectives						
C1 Are there national strategies or official policies about the role of volunteers in sport?						
Yes, both at UK and Home Country level, generally as part of wider strategy or policy documents.	There are no official policies.	The government has very positive attitudes to the voluntary sector in sport. All the political parties stress the importance of voluntary sports clubs and organisations. In the Danish Leisure-Time Act it is established that the voluntary sector is primary to the public sector.	There is specific government support for voluntary governing bodies of sport. Laws have been established assuring financial assistance with administration and technical support.	Yes, an example given is the written provisions for NorthRhine Westfalia. Cooperation between Ministry of Culture & Sports Association Year of Voluntary Worker - 1993.	The creation of a Volunteer Foundation is under way. Established in 1993 with its HQ in the Ministry of Youth and Sport.	The law relating to sport includes statements about the importance of voluntary work.

United Kingdom	Czech Republic	Denmark	Belgium (Fr)	Germany	France	Portugal
C2 Details of national policies.						
As in the government review of sport (Atkins Review 1991) "New Horizons" (Sports Council 1993) recognises the important role of the voluntary sector but has no clear and specific policy statement on the subject. The Sport for Wales policy document covering grants to sports clubs has the support of the Welsh Office. The Scottish Office has conducted a consultation exercise on voluntary groups and volunteers. Conservative government policy has been to support 'volunteering'.		The state and municipalities support the voluntary sector a great deal. Two fifths of sports clubs income comes from municipalities and nine tenths of national GB income is from the state. Local authority facilities are provided free of charge and 2/3 of all local clubs use such facilities.	Detailed text provided regarding the recognition and financial support for the full range of voluntary organisations in sport.	Detailed text from NorthRhine Westfalia provided.	The new Foundation is charged with supporting the voluntary sector and stimulating its growth. Contributing to the social recognition of the voluntary sector by the public and private sectors. Improving conditions for volunteers. Assisting young people in becoming involved. Improving the understanding of volunteers and their problems. Encouraging training and disseminating information relevant to a major public service.	It recognises the indispensable role of sports officials as organisers of sport and therefore they must be given the necessary conditions to carry out their work. The measures to support the sports officials as a volunteer and laws for professional sports managers also exist.
D The Future of the Voluntary Sector in Sport						
Political and Economic Change. D1 The Single European Market						
European law on employment harmonisation of training and qualifications will affect clubs and GBs. May lead to more qualifications being required. VAT Directive will benefit sports club members.	We cannot evaluate this at present.	A fear that a free market for lotteries will reduce the surplus of the state lottery which constitutes 90% of income of sports organisations at national level.	No impact on the work of volunteers at present.	Yes, probably will have an impact.	Free circulation of high level sports people exists already. More freedom of exchange of services and establishments will allow French volunteers to benefit from the experience of others and promote the spirit of the voluntary sector in France which is less developed than in other members states.	May have an effect on voluntary work by affecting family incomes.

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D2 Transformation of former Eastern Bloc Countries						
The arrival of coaches with work permits from poorly paid jobs in E. Europe is seen as competition to the livelihood/existence of professional coaches and volunteers.	See General Information.	No.	No response.	Yes, probably will have an impact. Tends not to affect volunteers - though does affect professional staff. Some try to find employment via voluntary work.	The arrival of elite athletes from the East may lead to professionalisation of the sports organisations welcoming these athletes. There may then be less room for the voluntary sector and its association with amateurism.	No.
Economic Change D3 Increasing Unemployment						
A decline in disposable personal income may affect the ability to play sport and join clubs. More people with free time - a larger potential volunteer workforce although they will usually be looking for a job or activity with financial reward or other recognition. Unemployed people often lack self-esteem and are unlikely to volunteer.	Not a major problem so cannot evaluate this at present.	Very little impact although we know that the unemployed volunteer to a lesser extent than those in employment.	Not known.	Difficult to assess.	Growth of unemployment is a threat to the voluntary sector. Changes in the law relating to social security and fiscal advantages may encourage people to carry on as volunteers after becoming unemployed. The purpose is to help unemployed people become integrated into the voluntary sector.	Likely to lead to a decrease in voluntary work.
D4 Changing work patterns						
This will probably reduce the time available for voluntary work for those working longer hours and travelling more, but free up time for those on flexible or part time working. No evidence of change at present.	See A4 and General Information.	The more people work, the more they are volunteering.	Not known.	Possible impact.	The development of part-time working allowing more free time will assist the voluntary sector.	A negative impact if voluntary work policies are not tied in to developments.

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D5 Changes in public or private sector funding of sport.						
The government expects more from the private (voluntary and commercial) sector as public provision is being constrained and private provision extended. Various initiatives relating to quality of service and training may force formal changes on an untrained and unwilling voluntary sector. CCT of public facilities has brought increased commercialisation which is threatening voluntary sports club time. Cuts in LA spending will mean less grant aid and less subsidy for voluntary sports users. Recession reduces funds from the private sector. Now National Lottery will increase funds for sport.	The public and private sectors show little interest in funding sport. The private sector is still weak in the Czech Republic.	Public funding is important, although the public and private sectors need to recognise the autonomy of the voluntary club. A Danish study shows that the degree of voluntary work is lowest in clubs with a high degree of dependence on & contact with their surroundings - and highest in those with a high degree of autonomy and independence. Dependence on private economic sponsorship. High degree of public sector contact and competition from other sports options leads to increased professionalisation.	Recent changes in public financing of sport have helped with management of federations. However, general finance likely to decrease under economic recession. Individuals are investing more for their own sport.	Public sector funding is being reduced at community level. Sport does not have constitutional protection and is therefore easier to cut back. Most private funding is going to elite sport not clubs.	Households are the primary source of finance for sport. Voluntary work, as an individual initiative is therefore likely to benefit as sport becomes more and more privatised.	There is a tradition of public funding for sport in the Portuguese system. In many sports organisations voluntary work is disguised as paid work. Changes in funding will have an impact on the efficiency of sports services.
D6 Professionalisation of Fundraising						
As less public support is being given to voluntary clubs and NGBs, a greater proportion of income is expected to be raised from the private sector. Volunteers who raise funds may struggle because of the difficulty of unpaid volunteers working with/for paid professionals doing a similar job.	This is only just starting in the Czech Republic.	No importance for the voluntary sector in sport in Denmark.	This is actually necessary. It is being undertaken particularly in large organisations ie Belgian Olympic Committee and Football Union.	Probably.	The creation of Sponsorship Foundation may help, in gathering together the sponsors via a committee. The policies and developments of the Foundation will help in searching for funds.	This may improve the efficiency of sports organisations. It is not directly related to voluntary work.

United Kingdom	Czech Republic	Denmark	Belgium (Fr)	Germany	France	Portugal
Social Changes D7 The growth of the public sector in sport.						
Public sector provision is being maintained (possibly in decline?) but with little prospect of growth in the longer term. Hence increasing scope for voluntary sector to provide community sports services and facilities. Also scope for partnerships between public sector professionals and volunteers on training. Problem of public and private sectors overlapping.	After the changes of 1989, this has decreased, we hope only temporarily.	Sometimes it might have a positive influence by stimulating the voluntary sector. Other times it might be negative reducing the voluntary sector activity in specific sports.	The development of sports facilities, and the growth in support for sport from the public sector has grown during the last 40 years.	The local authorities have major responsibility for sports delivery.	All levels of the public sector are participating more and more in the field of sport. The voluntary sector benefits as this is decentralised and public support favours individual initiatives.	The growth of the public sector in sport must be aware of its impact on voluntary work. It will help the voluntary sector become more efficient and benefit more from public support.
D8 Scientific and Technical Change: Impact of Innovative Developments						
Volunteers will need access to hi-tech communication skills eg home banking, cable and satellite TV and to more sophisticated equipment.	The scientific institutions have not got money for research. The progress is only in top professional sports ie soccer and ice hockey.	No response.	Sport will take advantage of these when/if finance permits.	Yes.	Yes, it will require volunteers to be trained and qualified.	The innovative developments must be evaluated to give better results for sport and to help prevent accidents in participation level sport.

United Kingdom	Czech Republic	Denmark	Belgium (Fr)	Germany	France	Portugal
D9 Cultural Change and Moral Values: the move to more individualistic societies.						
Growth of home based leisure activities lowers the development of participation activities. Traditional voluntary sports bodies will need to make their activities more attractive. There may be a reduction in volunteers. It will be more important for the role of the volunteer to be gratefully acknowledged and understood by others. People will be less willing to volunteer to help others.	This problem is not obvious at present.	I believe there is a positive connection between a more individualistic society and a growth in the voluntary sector and the number of people volunteering. When society becomes more differentiated - there is more variety & there are more volunteers. A change from a moral based to a self-development society.	There is a move towards individual sports, which we cannot quantify.	Yes, it affects the social involvement of people, therefore individuals don't volunteer. The important question is how to make voluntary work more attractive to individuals.	There is a growth in individualism which leads to a reduction in volunteering. Also since the end of the 1980s there has been the development of more individual sports participation ie those not affiliated to clubs and outwith sporting structures.	Yes this move has a negative effect on voluntary work.
D10 The absence of volunteers?						
There would be a dramatic reduction in sporting opportunities (especially at grass roots level) since volunteers are the backbone of most UK sport. The voluntary sports club structures would break down. Coach education and NGB events/training would be drastically reduced or disappear. Within the private sector there would be a shift towards commercial sports activity and the public sector would retain a 'sweeping up' function.	This situation has just started. We can see the decrease in groups of sports participants at lower levels (in small communities). Many former sports facilities are being refurbished for other uses.	It would lead to a more commercial sport, a more expensive sport and a reduction in the number of people doing sport and physical activities.	It would put in jeopardy a significant part of sports activity, particularly at sport for all and participation levels.	Chaos in sport.	Sport would lose the equivalent of 10,500 billion francs. (300 million hours of work at 35 francs per hour).	Voluntary work is very important to sports activity in Portugal. The main problems would lie with social groups and geographical areas where sports importance is not recognised or people cannot afford to play sport - volunteers play an important role in these. Sports organisations would find it hard to work with higher costs.

CDDS Working Party on Voluntary Work.

Summary of Responses

Hungary	Switzerland	Greece	Comments
Overview:		Definition	
AI(a) Is there a definition of the voluntary sector or voluntary work in your country? If so, please give details.			
	A valid definition does not exist.	No precise general definition.	Difficult question to answer in terms of 'paid' and 'unpaid' definitions. May need to refer to national organisations for definitions. For example, National Centre for Voluntary Work in France.
AI(b) Is there a definition of the voluntary sector or voluntary work specific to sport?			
A voluntary worker works for sport, because she/he likes the sport branch or club. From time to time she/he gets money for it.	A valid definition of this with respect to sport does not exist.	No precise definitions, but the reality is that volunteers are the essential organisers and office bearers for sports organisations.	Again a difficult question in sports context. Need to refer to German note in DS-SR (93) Inf 2. Possibly more than one question needed to differentiate between types of volunteer, eg elected and unelected, types of club, eg professional and amateur and split by role of volunteer. (This definitional problem is something CDDS Social significance of Sport Project and ESC Working Group might tackle before embarking on new work.

Hungary	Switzerland	Greece	Comments
Overall Perspective of the Voluntary Sector in Sport			
A2 What are the advantages for sport?		Question might be amended to what do you believe are the advantages for sport?	
In this way sport can get sponsors, coaches, judges etc.	Without voluntary work, individuals participation within 80 federations comprising more than 26,000 clubs would not be able to exist. The benefits provided by volunteers allow the population to participate in a variety of sporting activities, which are advantageous and qualitative.	The principle advantage is the work and time given free of charge to the sports movement in Greece.	This question should cover both social (including sports-related) and economic advantages but again problem of distinguishing between responses based on research and those based on personal opinion. Further problem of how to 'valorise' voluntary work in a standard way - use of minimum wage rates/salaries for unskilled work or average wages/salaries of the volunteers main job/profession? (Again something for CDDS and ESC to consider in determining the economic impact or monetary equivalent contribution of unpaid voluntary workers.)

Hungary	Switzerland	Greece	Comments
A3 What are the disadvantages for sport?			
Sport (especially high or elite) needs highly qualified experts who work hard for 'hard' money	The voluntary sector is primarily concerned with sport for all. Given quantity and quality limitations, volunteers tend not to face up to the requirements of high level sport.	Finding people sufficiently qualified to work in high level sport. It is not possible to require professional qualifications from volunteers.	

Hungary	Switzerland	Greece	Comments
Perspective of the Volunteers Themselves			
A4 What are the advantages of doing voluntary work?			
One can make good contacts.	Improved social relationships. Possibilities of training and improving skills which can be used in private and professional activities. Voluntary sector work regarded as a positive element for those looking for a job.	Forming social relationships within the sports sector. Membership, adherence to a social group as well as to an activity.	One view was that the questions should look to the advantages/disadvantages 'for society' and not the volunteers themselves. An additional disadvantage to consider was that there were not always good links between 'paid' and 'unpaid' workers in the voluntary sector. In order to get better answers questions need to be amended to determine quantitative elements likely to be based on scientific/objective research and more qualitative aspects based on subjective views and personal opinion. Generalities that were very true also provided acceptable answers.
A5 What are the disadvantages of doing voluntary work?			
One can spend a lot of time.	The time needed for voluntary work cuts down on free time. Financial compensation nil or minimal.	Restrictions on leisure time, social and professional obligations as well as financial costs.	This could also be split into quantity and quality and cover research based as well as subjective views. The biography of typical volunteers might help.

Hungary	Switzerland	Greece	Comments
A6 Do volunteers get paid, is this usual practice, who pays them?			Possibly replace 'paid' with financial compensation
No. Federations, Clubs.	Administrative sector, no payment, or minimal reimbursement of expenses. Leaders, trainers and coaches, sometimes receive a minimal allowance.	Remuneration is the responsibility of clubs and federations. They only receive travel costs. The government assists indirectly by subsidising clubs and federations.	A6 to A11 all relate to the economic benefits resulting from payments of various types to volunteers. These questions and their linkages need further clarification - and may be particularly important with regard to the economic development of voluntary work.
A7 How much do volunteers get paid?			
Specific examples (like a reward).	Not possible to generalise. In the framework of the (government supported) "Youth and Sports" scheme, voluntary leaders are paid an allowance based on their degree of qualification and the number of participants on their courses.	See A6.	Perhaps there is a need to distinguish between reimbursement and remuneration. Some countries had a ceiling on pay for voluntary work. In economic terms it would be better to try to distinguish between financial and material benefits and non-financial and non-material benefits or to differentiate between clubs, federations etc, profit making or non profit making etc.

Hungary	Switzerland	Greece	Comments
A8 Are the volunteers given compensation for costs incurred and by whom?			
Federations, clubs.	No payment over and above reimbursement of expenses. The only exception is a compensation paid for loss of earnings to those who follow a course for becoming a youth leader or coach within the "Youth and Sports" scheme.	See A6.	This question could be combined with A9. Volunteers could also be asked to give examples of immaterial rewards.
A9 What is the average level of compensation?			
It depends on how big the event is! Coaches: 100-200 USD, administrative/organisers/committee workers: 200-500 USD.	For "Youth and Sports" leaders: special regulations (see A7). For other scopes it is variable from federation to federation, club to club etc. In general trainers and coaches receive more than administrators.	See A6.	
A10 Is sponsorship used to help volunteers?			
	Yes, in principle, federations and clubs use a part of sponsorship income for reimbursing volunteers.		If volunteers spend large amounts of time on attracting sponsors then their efforts are not available for grass roots sport.

Hungary	Switzerland	Greece	Comments
A11 Give details where relevant.			
		Finance to federations is used for general costs and facility maintenance.	
A12 Non financial support & from whom?			
A12.1 Legal Protection or Insurance: This question would be better split into two.			
From government. Free transport. Reward and recognition - free equipment, medals or certificates.	Some federations and clubs but not all provide volunteers with public liability and accident insurance. Although in Switzerland this is additional to obligatory accident and sickness insurance.		'Legal protection' can be afforded to voluntary organisations by establishing a 'limited liability company' or a 'company limited by guarantee' or through the protection given by Third Party and Public Liability insurance and personal accident insurance (UK). Different arrangements apply in different countries. In France actual law saying clubs must have insurance for members; in Germany club members get insurance via their membership fees; in Switzerland it is the duty of federations and clubs to take out insurance. (However, personal accident/death benefit insurance, remains very much a personal choice within and outside of sport). Also in Portugal individuals in paid employment have a legal right to do voluntary work without penalty but this only affords a minimum degree of protection.
A12.2 Complementary Services:			
	Up to individual clubs and federations.	Free use of stadia.	Although complementary services and compensation (A8/A9) overlap, better left as two questions since amount of complementary services benefit is often determined by the size of the club and whether it has its own facilities/equipment.
A12.3 Reward and Recognition: This should be split and examples of both given.			
	No generalisation, up to individual club and federations. "Youth and Sport": Certificate and badge.	Nomination to boards of national facilities by the Government is seen as a reward for voluntary work.	This relates to the motivating factors for volunteers, it should try and include some measure of the value or esteem in which volunteers are measured by society.

Hungary	Switzerland	Greece	Comments
A12.4 Paid leave from work:			
	No generalisation, up to individual clubs and governing bodies.		It would be a good idea to distinguish between paid and unpaid leave (ie resulting in loss of earnings). One view was that voluntary work in sport should enjoy same paid benefits as often afforded to voluntary work in youth and social and other public services. The question should allow respondents to differentiate between organisations and different structures in their countries.
B The Structure of the Voluntary Sector in Sport			
B1 Estimate the current number of volunteers in your country.			
400-800.	300,000 to 350,000 (approximate evaluation)	Approximately 43,000.	These questions will only work in a matrix format - ie split by type and size of organisation and a range of other factors ie jobs done, multi-sport or single sport, whether the club has paid employees as well- plus split by functions and age and sex.
B2 Has this number changed recently?			
There is no precise documentation on this.	No actual figures available, but the feeling is it has stayed the same or diminished slightly.	High increase in the last 10 years, particularly in rural areas.	Functions. Administrators, leaders, organisers, coaches, trainers, sports development workers (animateurs), medical - doctors, physiotherapists, officials - referees, judges, others - drivers, tea makers, kit washers etc. This assumes that research is undertaken in the same format.

Hungary	Switzerland	Greece	Comments
B3 Socio-economic background of volunteers.			
No.	No, volunteers come from all sections of the population.	Not from a specific socio-economic group. Interesting to note is the voluntary work for clubs by individuals who have no children of their own.	This seemed to cause problems. Probably necessary to give a description of types of categories possible. The relationship or differences between volunteers and non volunteers might also be interesting.
B4 Has this changed in the last 5-10 years?			
No.	No.	No change.	It was suggested that this question is so difficult to answer it should be omitted.
The Typical or Average Volunteer			
B5(a) How many hours per week do volunteers work?			
2-6, it depends upon the event.	Between 3 and 5 hours on average, with a range of <1 to >10.	Average 3 to 5 times a week for 3 to 5 hours. Some volunteers work every day but this is an exception.	Answers need to be set against a typology of structures/types/demographic factors etc.

Hungary	Switzerland	Greece	Comments
B5(b) For how many years do they remain active as volunteers? Club structure/sport have a main bearing on this.			
It is very different. In some cases until old age.	No figures available.	-	Age, career structure of volunteers might be useful.
B6 What tasks do volunteers carry out?			
A) Organiser. B) Judges. C) Coaches.	A) Management of clubs and federations. B) Trainers, coaches and leaders. C) Medical personnel, doctors, physiotherapists etc. D) Others - legal counsellors, judges, referees, technical staff (material, facilities a.s.o.).	-	Size and structure of organisation is a decisive factor as is urban vs rural location. Could also be fitted into an expanded B1.
B7 What % carry out each task?			
A) 5% B) 15% C) 15%	(See B6) Estimation: A 30% B 50% C 10% D 10%	-	Link to B6.

Hungary	Switzerland	Greece	Comments
B8 Are the volunteers trained or qualified?			
Both.	A) No systematic training, but offer the benefits of professional qualifications. The Swiss Sports Association and some federations organise specialist seminars in club management, communication skills, rhetoric a.s.o. B) Within the "Youth & Sports" scheme, the training programmes and qualifications of leaders (leader 1-3, expert) are designated. Other federations have analogous systems. Elite sports coaches are trained within a national plan. Courses for improvement exist at all levels. C) No uniform system, its their professional qualification which is of prime importance, however there is room for improvement and at national level there may be specialist seminars for example for sports doctors. D) Specific training for referees and judges is the responsibility of the federation. Other functions: no unified plans.	Official teams and club officials tend to already have professional qualifications.	B8 to B12. These questions are so closely related that overlap is unavoidable even using the typologies. This was however a really separate section on Education and Training. Clearly would be necessary to try to distinguish between qualifications and training arising from main paid work and paid for by employers and training provided at club and federation level and paid for by individuals, club or federations. Also would be necessary to distinguish between different levels of training and recognition of qualifications at different levels. (Would be difficult without research to give sensible answers). The following omissions should be included in section B. Recruitment of volunteers Management of volunteers Volunteers as Managers Volunteers contribution to sports development.
B9 What types of qualifications do they have?			
Both sport and non-sport related.	See response to B8. Only for leaders of "Youth & Sports" a unified system of qualifications exists.	Former athletes plus professional people such as doctors and lawyers.	
B10 Are there training opportunities for volunteers?			
No.	See B8.		

Hungary	Switzerland	Greece	Comments
B11 What type of training is available?			
They can attend sport schools.	See B8.		
B12 Who provides/pays for the training?			
Themselves.	Courses under "Youth and Sport" are paid for by the Government. Other types of leadership training are financed by the federations which receive an annual subsidy from the government. Management seminars are financed by a special fund of the Swiss Sports Lottery Company, the federations and self-contributions of the participants.		
National Policies and Perspectives			
C1 Are there national strategies or official policies about the role of volunteers in sport?			
Yes, government statements.	No national strategy although the ASS may continue to have the voluntary sector as a main theme in its "Pro Sports Club" campaign.	Yes, there is a specific legal framework covering membership of club and federation committees.	

Hungary	Switzerland	Greece	Comments
C2 Details of national policies.			
	The "Pro Sports Club" campaign is trying to present a positive image of voluntary sector to the public. A survey on material and immaterial values of voluntary work will be carried out in 1995. The results will form the basis of a national information campaign.		
D The Future of the Voluntary Sector in Sport			
Political and Economic Change. DI The Single European Market		Question too wide and difficult to answer.	
Yes, the single European market.	Not possible to reply at present.	None predicted.	CoE Clearing House has written a paper on Lotteries.

Hungary	Switzerland	Greece	Comments
D2 Transformation of former Eastern Bloc Countries			
Affects sport but not voluntary work.	No.	Influx of refugees - an increase in the population, therefore more people interested in sport.	
Economic Change D3 Increasing Unemployment			
	It is an error to presume that the unemployed can be used by the voluntary sector. Their main preoccupation is job hunting, viewed from this perspective, there is little impact then on voluntary work.	Negative impact on the voluntary sector, the newly unemployed tend to concentrate on solving their economic problems first.	Unemployed people volunteer less - no free time versus work time. Lower incomes mean less opportunities for volunteering.
D4 Changing work patterns Proved to be a controversial topic.			
	There may be a longer term impact, in that shorter working weeks may result in individuals ending up in voluntary work. Further consideration of this subject is needed.	This will not affect the fundamental basis of the voluntary sector.	Extensive discussion about changing work patterns pointed to need to offer a commentary on this question. Flexible working patterns can: • Sometimes create more time for volunteers or • Sometimes take time away from volunteers. Working 4 longer instead of 5 shorter days per week or even part-time working (with the consequent loss of earnings can create more time. However, rhythmic or shift working (because of machine operation) requires adaption to weekday or weekend working or night or day shifts which may seriously affect availability for voluntary work. Also people having to work longer hours may have less free time for volunteering. But research in Denmark suggests that the changes in the patterns of work do not affect the amount of voluntary work done, rather the pattern of voluntary work itself. Also those people working longer hours (up to 50 hours per week) tend to do more voluntary work than those working shorter hours.

Hungary	Switzerland	Greece	Comments
D5 Changes in public or private sector funding of sport.			
Changes in public or private sector funding of sport - yes.	Restrictions on state funding for sport will have an impact on the benefits of the voluntary sector. Financial difficulties of clubs and federations may have a negative effect on the wish to work voluntarily.	Not significant enough to affect the voluntary sector. Currently an increase in donations by the private sector.	Need possibly to look at economic theory of market failures. Sport for all is not a profitable activity. Also the theory of the time/money trade off is relevant.
D6 Professionalisation of Fundraising			
	General difficulties in fundraising and the fact, that sponsors invest less in sports and more in cultural events may produce problems in the future.	Sports administrators are looking to new ways of financing sport.	It should be clarified that fundraising includes raising private finance through club lotteries or sponsorship.

Hungary	Switzerland	Greece	Comments
Social Changes D7 The growth of the public sector in sport.			
Management, sports development opportunities.	See D5.		Should be clarified that public sector means the State (ie Central and Local Government). Some important questions to consider: • What can the State do for sport? • What can the Market do for sport? • What is the correct balance between the two (in order to promote Sport for All and get the best result for local authorities and voluntary work)? • What are the main factors determining what the State must do and what must be left to the Market and Market regulation? Changes in public funding are dependent on changes in the structure of society - have effect on sport and numbers of volunteers.
D8 Scientific and Technical Change: Impact of Innovative Developments			
No	Technical change, as in other sectors requires more specialists. This will not however change the principle of the need for voluntary workers.		Some scientific and technical change is universal in some sports (eg electronic timing equipment in swimming) and volunteers need to be trained how to use it. Two other possibilities; the need for more specialists might reduce number of volunteers required; the introduction of technical equipment should make voluntary work easier.

Hungary	Switzerland	Greece	Comments
D9 Cultural Change and Moral Values: the move to more individualistic societies.			
This will cause a reduction in the number of voluntary workers.	Individualism, like hedonism is one of today's threats to volunteerism. Sport must therefore develop strategies to promote the value of voluntary activities.		Perhaps the question also needs to be asked - who do some people never volunteer?
D10 The absence of volunteers?			
Sport would not be able to exist.	Sport within the 80 federations and 26,000 clubs in Switzerland could no longer exist. Both public and private sector sporting organisations should be aware of the implications of a marked diminution or disappearance of the voluntary sector and should ensure that it never happens.		Is sport the only sector which relies for its existence on volunteers.

Hungary	Switzerland	Greece	Comments
E General Remarks			
Voluntary work depends on the following: a) Inside feeling for sport. b) One did not get any result in sport but I liked to do it. c) Close connection with great sportsmen/women. d) To be in the lime light. e) Making connections with sponsors, political and well known people. f) Taking part in sport events, to be in the newspapers.		A major study of the economic importance of sport is currently being undertaken in Greece. This will assess the economic evaluation of the employment in sport - the voluntary sector is difficult to evaluate in this way. Volunteerism is important in all aspects of sport, especially competition and organisation.	